AN ANALYTICAL EVALUATION OF GRATITUDE AND RESILIENCE AS PREDICTORS OF PSYCHOLOGICAL WELL BEING AMONG WORKING ADULTS

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submitted in partial fulfillment of the requirements for the award of the Degree of Master of Arts in Psychology (Clinical and Counseling), to MIER College of Education (Autonomous), is an authentic record of my own research work carried out under the supervision of Dr. Jasleen Kour, Assistant Professor.

I further declare that the work embodied in the present dissertation:

a) Is my original work and has not been copied from any research journal, dissertation, thesis, or book; and

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c) All sources of information used in this study have been duly acknowledged.

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LIST OF ABBREVIATIONS

Abbreviation	Full Form
BRS	Brief Resilience Scale
COVID-19	Coronavirus Disease 2019
GQ-6	Gratitude Questionnaire–Six Item Form
HR	Human Resources
JD-R	Job Demands–Resources (Model)
M	Mean
M.A.	Master of Arts
MIER	Model Institute of Education and Research
MPS	Master of Psychology (Subject Code)
NIIMH	National Institute of Mental Health
PERMA	Positive Emotions, Engagement, Relationships, Meaning, Accomplishment
PWB	Psychological Well-Being
R^2	Coefficient of Determination
SD	Standard Deviation
SEM	Structural Equation Modeling
SPSS	Statistical Package for the Social Sciences
SWB	Subjective Well-Being
B	Standardized Beta Coefficient

ABSTRACT

Psychological well-being has emerged as a critical construct in contemporary mental health research, extending beyond the absence of illness to encompass positive functioning, personal growth and life fulfillment. Within the framework of positive psychology, gratitude and resilience have been identified as important psychological resources; however, their combined predictive role particularly within Indian occupational contexts remains underexplored. The present study examined gratitude and resilience as predictors of psychological well-being among working adults aged 25–40 years in Jammu district. A quantitative research design was employed, and data were collected from a purposive sample of 152 participants (70% female, 30% male) working across various organizational sectors using both online and offline modes. Three standardized instruments were administered: Ryff's Psychological Well-Being Scale (42-item version; Ryff, 1989), the Gratitude Questionnaire–Six Item Form (GQ-6; McCullough et al., 2002), and the Brief Resilience Scale (BRS; Smith et al., 2008). Statistical analyses including descriptive statistics, Pearson correlation and multiple regression were conducted using SPSS Version 26.0.

Results indicated significant positive correlations among gratitude, resilience and psychological well-being, as well as between gratitude and resilience. Multiple regression analysis revealed that together, gratitude and resilience accounted for approximately 49.5% of the variance in psychological well-being, $F(2, 149) = 48.36$, $p < .01$. Resilience emerged as the stronger predictor ($\beta = .481$, $p < .01$), followed by gratitude ($\beta = .306$, $p < .01$). Both predictors were significantly associated with all six sub-dimensions of psychological well-being namely, autonomy, environmental mastery, personal growth, positive relations with others, purpose in life and self-acceptance. These findings underscore the importance of cultivating gratitude and resilience as complementary psychological resources for enhancing occupational well-being. Implications for organizational wellness interventions, HR practices and future longitudinal research are discussed.

Keywords: Gratitude, Resilience, Psychological Well-Being, Working Adults, Positive Psychology, Jammu district

CHAPTER I

"Between stimulus and response there is a space. In that space lies our power to choose our response. In our response lies our growth and our freedom."

— Viktor E. Frankl

1.1 Introduction

Mental health and well-being are being considered as facets of global health which have gained escalating recognition as parts of overall well-being in the present time. Mental Health can be defined as the overall social, emotional and psychological well-being of an individual that can influence their thoughts, feelings and behaviours. It encompasses the ability of an individual to cope with stress, work productively and contribute to the society. This understanding of mental health represents a comprehensive and holistic view rather than just defining mental health as merely an absence of mental illness. The contemporary period is an era of vast technological, social, economic changes as well as lifestyle changes which can pose challenges for maintaining the mental health and well-being of individuals. Furthermore, the recent COVID-19 Pandemic presented another crisis to not only the physical health but also the mental health of individuals (Magomedova & Fatima, 2025). It is imperative to view at the historical foundations of the discipline to understand the way it arrived at this holistic understanding of mental health.

Historically, after World War II, psychology as a discipline had an exclusive focus on pathology of individuals. It largely adopted a "disease model" to treat mental illness in individuals. The establishment of Veterans' Administration and National Institute of Mental Health in the USA was partly a reason behind psychology adopting such a model. Psychology became a "science of healing" primarily concerned with "repairing damage within the individuals". This resulted in an approach in the discipline which lacked the positive characteristics which make life of humans worth living (Seligman & Csíkszentmihályi, 2014).

Positive psychology came to existence as a response to this deficit focused approach. It aimed at catalyzing a change in the direction of the field of psychology. It advocated for a more holistic view of human functioning, reminding professionals to not consider pathology and disease as the sole focus of this discipline. Rather, the

focus needs to be shifted towards strengths and virtues of humans. It redefined treatment as "nurturing what is best" rather fixing exclusively what is broken in individuals (Seligman & Csíkszentmihályi, 2014).

In the contemporary psychology, psychological well-being has emerged as a critical construct to understand mental health. It has evolved from the traditional lens of viewing mental health as merely an absence of mental illness towards highlighting the importance of positive functioning, growth and fulfillment in individuals. Consequently, the contemporary evidence highlights mental health as encompassing both alleviation of distress and cultivation of strengths that enables individuals to thrive (Ryff, 1989; Keyes, 2002).

Psychological well-being encompasses the presence of positive functioning, adaptive coping and personal growth of individuals. The higher the psychological well-being of an individual, the higher will be their resilience to stress. In addition to this, greater levels of psychological well-being are also linked to better emotional regulation and more fulfilling social relationships in individuals. This, altogether, results in healthier functioning across the various life domains of human beings (Keyes, 2002; Ryff & Singer, 2008). Through the integration of theoretical and empirical perspectives, psychological well-being provides a holistic understanding of mental health beyond pathology by highlighting the importance of virtues like gratitude and resilience which promotes flourishing across personal and professional domains of human beings (Fredrickson, 2001; Emmons & Mishra, 2011).

In the present-day scenario, psychological well-being has a significant relevance to the working adults. The individuals falling under the category of working adults are necessitated to perform various roles viz., personal, professional and social roles, simultaneously at the same time. Additionally, they have to encounter the increasing demands of modern work life like performance pressure, employment insecurity, work-life balance and so forth. All these challenges further deplete the emotional and psychological resources of working adults (Schaufeli & Taris, 2014; Sonnentag et al., 2017). The incessant digital work culture of modern day has resulted in an expectation of constant connectivity to employees. This leads to role conflict and decreased chances of recovery which further have consequences like increased stress, burnout and decreased life satisfaction for working adults (Derks et al., 2015; Maslach &

Leiter, 2016). The necessity of positive psychological resources in maintaining mental health has been highlighted by researchers more and more due to the numerous and overlapping obstacles of modern work life. According to research in positive psychology, people who possess adaptive characteristics like optimism, gratitude, resilience, and meaning are better able to manage stress and continue to perform at their best (Wood et al., 2010; Yildirim & Guler, 2020). These tools support emotional stability, flexible coping, and expanded cognitive processing, all of which support long-term psychological well-being.

Due to their protective qualities, gratitude and resilience have drawn a lot of empirical attention among these virtues. Enhanced positive affect, better interpersonal relationships, and less psychological discomfort are all associated with gratitude, which is defined as the appreciation of favorable experiences or contributions from others (Emmons & McCullough, 2003; Wood et al., 2010). Reduced burnout, improved coping, and general mental health are all linked to resilience, which is the dynamic capacity to adjust successfully in the face of adversity (Southwick et al., 2014). The importance of these internal characteristics becomes especially crucial in light of the growing psychosocial stress that working adults experience. According to recent research, these resources help people adjust better to challenging work contexts and serve as buffers against chronic stress (Bakker & Demerouti, 2017). Therefore, it is pertinent and crucial to investigate resilience and gratitude as indicators of psychological well-being in working people.

1.2 Psychological Well-Being

Psychological well-being refers to a person's overall quality of psychological functioning and the extent to which they experience balance, fulfillment, and constructive engagement with life. It goes beyond the mere absence of mental illness, emphasizing instead how individuals feel about themselves and how effectively they manage their emotional and social worlds (Ryff, 2014; Keyes, 2007). Rather than simply focusing on the reduction of symptoms or distress, psychological well-being encompasses positive dimensions of mental health that contribute to human flourishing and optimal functioning (Huppert & So, 2013). Psychological well-being reflects a general sense of satisfaction, inner stability, and the ability to navigate daily challenges with resilience and clarity. It involves feeling grounded, maintaining a

positive outlook, and experiencing a sense of coherence in one's life. The conceptualization of psychological well-being has evolved considerably over recent decades, with researchers distinguishing between hedonic and eudaimonic approaches to understanding human wellness (Ryan & Deci, 2001). The hedonic perspective emphasizes pleasure, happiness and life satisfaction as primary indicators of well-being, whereas the eudaimonic approach focuses on meaning, purpose, personal growth, and self-realization (Waterman, 1993). Contemporary frameworks often integrate both perspectives, recognizing that comprehensive psychological well-being encompasses both feeling good and functioning effectively (Keyes et al., 2002). This multidimensional understanding acknowledges that individuals can experience high well-being through various pathways, whether through the pursuit of pleasure, the cultivation of meaning, or ideally, a balanced combination of both approaches.

High psychological well-being is often characterized by emotional stability, the capacity to establish and maintain meaningful relationships, and self-assurance in the face of adversity. Individuals with elevated psychological well-being frequently rely on their abilities, manage challenges without being overwhelmed, and maintain optimism even in trying circumstances. They demonstrate effective emotion regulation strategies, enabling them to respond to stressors with flexibility and adaptability (Gross, 2015). The capacity to control unpleasant emotions, bounce back from failures, and remain open to personal development are all essential components of psychological well-being. These characteristics enable people to maintain a sense of purpose and perceive life as significant and valuable (Diener et al., 2018; Keyes, 2002). Furthermore, individuals with strong psychological well-being tend to exhibit greater self-acceptance, viewing themselves realistically yet compassionately, and demonstrating autonomy in their decision-making processes (Ryff & Singer, 2008).

Research has identified several core dimensions that constitute psychological well-being, including autonomy, environmental mastery, personal growth, positive relations with others, purpose in life, and self-acceptance (Ryff, 1989). These dimensions collectively represent the multifaceted nature of optimal psychological functioning. Environmental mastery refers to one's ability to effectively manage one's surroundings and create contexts that suit personal needs and values, while personal growth involves continuous development and the realization of one's potential

throughout the lifespan (Ryff & Keyes, 1995). The dimension of positive relations with others emphasizes the fundamental human need for warm, trusting interpersonal connections, while purpose in life reflects having goals, intentions, and a sense of directedness that contributes to the feeling that life is meaningful (Ryff, 2014).

Crucially, psychological well-being is not a static condition but rather a dynamic and evolving process that fluctuates across time and contexts. It reflects how people understand events, make choices, interact with others, and sustain inner equilibrium throughout various life stages and circumstances. This sense of wellness is influenced by numerous factors including emotional awareness, positive self-perception, effective coping mechanisms and participation in personally meaningful activities (Seligman, 2011). Individual differences in personality traits, social support networks, cultural values and life experiences all contribute to variations in psychological well-being (Diener & Seligman, 2004). Moreover, the occupational context plays a particularly significant role for working adults, as work-related factors such as job demands, autonomy, social relationships in the workplace and work-life balance substantially impact overall psychological wellness (Warr, 2007).

Psychological well-being is essentially a comprehensive form of mental health that promotes positive functioning, authentic living and long-lasting life satisfaction. It represents not merely the absence of psychological distress but the presence of positive psychological resources and adaptive capacities that enable individuals to thrive across diverse life domains (Keyes, 2007). Understanding the predictors and correlates of psychological well-being, particularly among working adults who face unique occupational stressors and demands, remains a vital area of investigation in contemporary psychological research

1.2.1 Theoretical Frameworks of Psychological Well-Being

Contemporary perspectives on psychological well-being emphasize that it is shaped by the fulfillment of core psychological needs such as autonomy, competence, and relatedness, which are fundamental for intrinsic motivation and growth (Ryan & Deci, 2017; Vansteenkiste & Ryan, 2013). When individuals feel capable, volitional, and socially connected, their well-being improves across various life domains (Diener et al., 2018). Supportive relationships further enhance psychological well-being by providing emotional security, belongingness, and shared meaning (Martela &

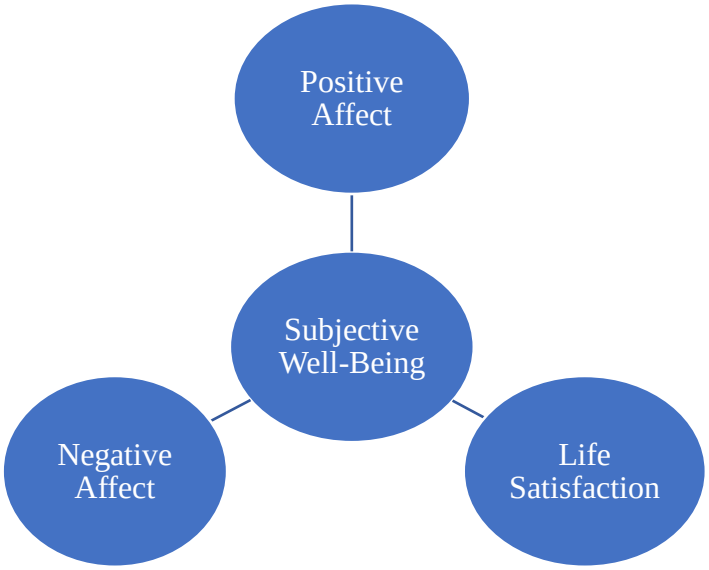
Sheldon, 2019; Taylor, 2011), while strong social ties act as protective factors against stress and contribute to long-term psychological health (Holt-Lunstad et al., 2010). Psychological well-being is also understood as a dynamic process that fluctuates with life circumstances, personal strengths, and coping resources (Luhmann et al., 2012). Practices that cultivate positive emotions such as gratitude, mindfulness, and compassion help broaden cognitive and emotional capacities, supporting lasting psychological resources (Terry & Leary, 2011; Fredrickson, 2013).

The broader scientific view integrates both hedonic experiences, such as pleasure and satisfaction central to subjective well-being (Diener et al., 1999), and eudaimonic pursuits involving growth, autonomy, and self-realization (Ryff, 1989). Together, these perspectives suggest that flourishing arises from the combined influence of positive emotions and purposeful, value-driven engagement (Deci & Ryan, 2008; Huta & Waterman, 2014).

- **Hedonic Perspective**

The hedonic approach emphasizes pleasure, happiness, and life satisfaction as central indicators of well-being. Within this tradition, Diener et al. (1999) introduced the construct of Subjective Well-Being (SWB), comprising three core components: Frequent positive affect, Infrequent negative affect and High life satisfaction as demonstrated in figure 1. This framework highlights individuals' emotional states and cognitive judgments about their overall quality of life.

Figure 1.1 *Diener's Subjective Well-Being Model*



Positive affect refers to the frequency of pleasant emotional experiences, such as joy, interest, enthusiasm, and engagement; individuals who experience frequent positive affect tend to demonstrate better cognitive processing, creativity, and social functioning (Diener et al., 1999; Lucas & Diener, 2008). In contrast, negative affect represents the experience of undesirable emotions including sadness, anger, anxiety, or stress. Lower levels of negative affect are essential for well-being, as persistent negative emotions are linked with impaired emotion regulation, increased stress reactivity, and reduced psychological resilience (DeSteno et al., 2013). The life satisfaction component captures a person's cognitive evaluation of their life as a whole, based on self-endorsed standards and values. It reflects a global judgment of whether an individual's life circumstances align with their personal goals and expectations (Diener et al., 1985). Together, these three components viz., high positive affect, low negative affect, and strong life satisfaction, form the core of hedonic well-being and offer a comprehensive understanding of how individuals emotionally and cognitively appraise their lives.

Research suggests that SWB is influenced by emotional regulation strategies, dispositional optimism, and positive daily experiences (Lucas & Diener, 2008; Fredrickson, 2001). Positive emotions broaden cognitive flexibility and enhance resilience, contributing to long-term psychological well-being (Fredrickson, 2001).

- **Eudaimonic Perspective**

According to the eudaimonic tradition, psychological well-being reflects the realization and fulfillment of one's true potential rather than the mere pursuit of pleasure or momentary happiness. Building on this perspective, Ryff (1989) proposed the influential Six-Factor Model of Psychological Well-Being, which conceptualizes well-being as a multidimensional construct. The model includes six core components: Autonomy, Environmental Mastery, Personal Growth, Positive Relations with Others, Purpose in Life, and Self-Acceptance. Together, these dimensions describe how individuals function optimally and experience a meaningful, fully developed life, as illustrated in Figure 2.

Figure 1.2 *Ryff's Six-Factor Model of Psychological Well-Being*



Autonomy: Autonomy refers to a person's ability to govern their own conduct and resist external forces. Autonomous people make judgments based on their convictions rather than social expectations (Ryff, 1989). This dimension represents self-determination, inner direction, and emotional independence. According to research, autonomy is associated with intrinsic motivation, self-regulation, and adaptive coping techniques (Deci & Ryan, 2000).

Environmental mastery: It reflects the capacity to manage one's life and surrounding world effectively. Individuals high in this dimension perceive their environment as manageable, utilize opportunities, and exert control over external demands. Studies indicate that environmental mastery predicts better job satisfaction, resilience under stress, and life management skills across adulthood (Ryff, 1989).

Personal Growth: Personal growth involves ongoing development, openness to new experiences, and a sense of continued self-realization. Individuals high in personal growth view life as a process of learning and expanding one's potential (Ryff & Singer, 2008). This dimension captures the fundamental human need for self-expansion and has been linked with openness to experience, curiosity, and cognitive flexibility (Bauer et al., 2008).

Positive Relations with Others: This dimension measures the ability to build warm, trusting, and meaningful interpersonal relationships. Ryff (1989) identified empathy,

intimacy, and reciprocity as key characteristics of positive partnerships. Research repeatedly shows that social connectivity is an essential component of well-being, predicting emotional stability, coping, and life satisfaction (Feeney & Collins, 2015).

Purpose in Life: Purpose in life entails having a sense of direction, goals, and meaning that guides behavior. Individuals who score high in this dimension perceive their lives as purposeful and significant (Ryff & Singer, 2008). Purpose has been empirically linked to lower levels of stress, better health outcomes, and greater resilience in adulthood (Hill & Turiano, 2014).

Self-Acceptance: Self-acceptance represents a positive attitude toward oneself, acknowledging personal strengths and weaknesses. It is considered a central component of psychological maturity. High self-acceptance predicts stable emotional regulation, adaptive coping, and positive emotional experiences (Ryff, 1989).

These dimensions stand for the essential elements of a purposeful and independent existence, according to Ryff (2014). Rather than fleeting happiness, eudaimonic well-being is defined by profound engagement, genuineness, and personal growth. Research shows that those who have excellent eudaimonic functioning are more resilient, have better coping mechanisms, and have better mental health outcomes (Waterman, 2008; Vittersø, 2016).

- Integrated Model of Psychological Well-Being

Researchers have increasingly emphasized the need to integrate hedonic and eudaimonic approaches to capture a more holistic understanding of psychological well-being. While the hedonic tradition focuses on happiness, pleasure, and life satisfaction (Diener et al., 1999), the eudaimonic tradition highlights meaning, personal growth, and optimal human functioning (Ryff, 1989; Waterman, 2008). Recognizing the limitations of viewing well-being through a single lens, Keyes (2002) proposed a comprehensive model that unites emotional, psychological, and social dimensions of well-being. According to Keyes (2002), flourishing represents the highest state of mental health and occurs when an individual experiences: Emotional Well-Being (positive affect, life satisfaction), Psychological Well-Being (autonomy,

purpose, self-acceptance, personal growth) and Social Well-Being (social contribution, integration, acceptance, coherence).

This three-part concept connects the hedonic and eudaimonic perspectives by arguing that mental health encompasses more than only the presence of good emotions, such as meaning, functioning, and social connectedness. Recent research supports the value of integrated models, arguing that optimal well-being necessitates both feeling well and performing effectively (Huta & Waterman, 2014; Martela & Sheldon, 2019). Furthermore, integrated perspectives emphasize the importance of internal strengths such as gratitude, resilience, and optimism that contribute to both affective states and meaningful engagement with life (Algoe, 2012).

1.2.2 Workplace Correlates of Psychological Well Being

Psychological well-being (PWB) is closely linked with a range of workplace factors that influence how individuals think, feel, and function in professional environments. One of the strongest correlates of PWB in the workplace is job satisfaction, which reflects an employee's affective and cognitive evaluation of their work. Research consistently demonstrates that employees with higher psychological well-being experience greater job satisfaction, enhanced motivation, and a stronger sense of organizational commitment (Bakker & Oerlemans, 2016; Wright & Cropanzano, 2000). PWB also correlates positively with work engagement**,** characterized by vigor, dedication, and absorption, which contributes to better performance, creativity, and persistence in completing work tasks (Schaufeli, 2017).

Supportive interpersonal relationships at work, such as collegial support**,** supervisor support and positive social climate are essential predictors of higher well-being levels. Workplaces that foster trust and emotional safety enhance employees' sense of belonging, reduce burnout, and promote long-term psychological functioning. Similarly, perceived organizational support is associated with reduced stress, improved coping abilities, and higher overall well-being (Rhoades & Eisenberger, 2002). Another important correlate is autonomy or the degree of control employees have over their tasks and decisions. Higher autonomy is strongly associated with increased psychological well-being, as it promotes intrinsic motivation, competence, and a sense of personal effectiveness (Deci & Ryan, 2000). Moreover, work-life

balance is a critical factor; employees who experience balance between personal and professional roles report lower emotional exhaustion and greater well-being (Allen et al., 2013).

Lastly, meaningful work viz., the perception that work contributes to personal growth or societal value, is consistently linked with higher levels of psychological well-being. Employees who find meaning in their work report greater resilience, satisfaction, and long-term flourishing (Steger et al., 2012). Taken together, these correlates highlight the significant role of workplace conditions in shaping employees' psychological well-being and overall functioning.

1.3 Gratitude

Gratitude is a multifaceted construct widely recognized within positive psychology as an emotional, dispositional, and moral experience. As an emotion**,** gratitude arises when an individual perceives that they have received a valuable benefit intentionally provided by another person, resulting in feelings of appreciation and warmth (Emmons & McCullough, 2003; Algoe, 2012). Emotionally, gratitude functions as an affective response that strengthens social bonds and promotes prosocial behavior. As a dispositional trait, it reflects a stable tendency to attend to, appreciate, and respond positively to the benevolence and goodness present in one's life (McCullough et al., 2002; Wood et al., 2008). Individuals high in dispositional gratitude are more likely to perceive daily life experiences as gifts and interpret events in a manner that enhances psychological health.

Gratitude is also considered a moral virtue, embedded within ethical traditions that emphasize reciprocity, humility, and acknowledgment of interdependence (Emmons, 2004). From this moral perspective, gratitude motivates individuals to respond to kindness with prosocial intentions, thus fostering cooperation and strengthening interpersonal relationships. Contemporary scholars describe gratitude as a broader life orientation**,** involving a habitual focus on the positive aspects of life, recognition of interconnectedness, and appreciation of both large and small blessings (Wood et al., 2010). Together, these perspectives position gratitude as a cognitive–affective state that enhances well-being, supports prosocial functioning, and contributes to flourishing across personal and social domains.

Beyond its emotional and cognitive benefits, gratitude also plays a central role in identity formation and moral functioning**.** Scholars increasingly emphasize that gratitude reflects not only a positive feeling but also an ethical disposition rooted in humility and recognition of interdependence (Chow & Lowery, 2010). When individuals acknowledge the contributions of others to their well-being, they develop a deeper sense of moral awareness, empathy, and prosocial orientation. This moral dimension positions gratitude as a virtue that sustains social cohesion and encourages cooperative behavior across contexts (Emmons, 2004). Furthermore, dispositional gratitude has been found to predict prosocial tendencies such as altruism, forgiveness, and reduced interpersonal aggression, highlighting its role in enhancing social harmony (McCullough et al., 2002). These findings reinforce that gratitude extends far beyond emotional experience, functioning as a moral motivator that strengthens ethical behavior and relationship quality.

Additionally, gratitude contributes significantly to positive identity development, resilience, and meaning-making, especially during challenging life circumstances. Research demonstrates that grateful individuals interpret stressful events in a more constructive manner, fostering cognitive reappraisal, benefit-finding, and a sense of life coherence (Froh et al., 2010). Gratitude has been shown to increase psychological resilience by promoting optimism, emotional balance, and adaptive coping strategies (Gloria & Steinhardt, 2016). In clinical and counseling settings, gratitude-based interventions such as gratitude journaling, gratitude letters, and savoring reflections have consistently produced improvements in well-being, sleep quality, and emotional stability (Seligman et al., 2005). These outcomes illustrate gratitude's capacity to buffer against distress while simultaneously cultivating positive psychological functioning, making it a valuable tool in therapy.

1.3.1 Theoretical Frameworks of Gratitude

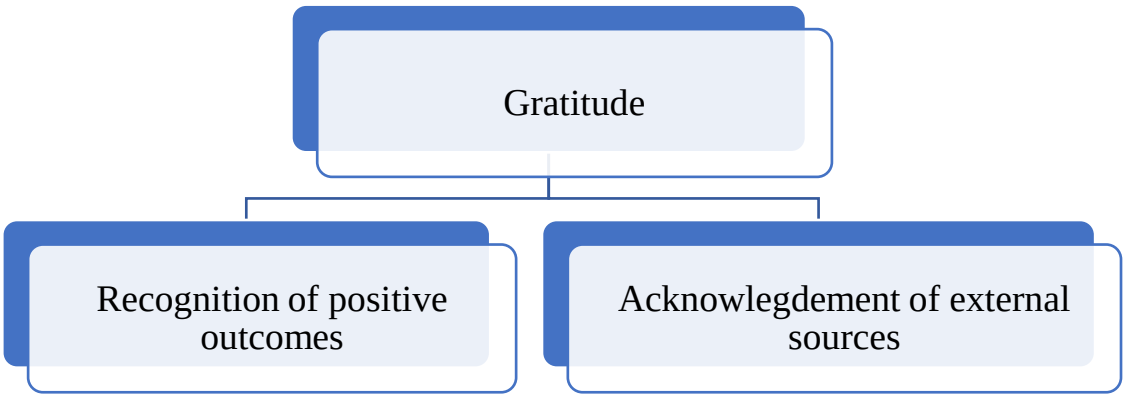
Gratitude has emerged as a core construct in positive psychology, widely recognized for its profound influence on emotional functioning, interpersonal relationships and overall psychological well-being. It is conceptualized not merely as a fleeting feeling but as a stable disposition, a moral virtue, and a cognitive–affective orientation toward life (Emmons & McCullough, 2004; Algoe, 2012). Researchers describe gratitude as a multidimensional phenomenon involving appreciation, recognition of goodness, and

an acknowledgment that positive outcomes often arise from external sources. This conceptual breadth has contributed to an expanding theoretical foundation, with two of the most influential models being Robert Emmons' two-component model and Wood et al.'s (2010) life-orientation model**.**

- Two-Component Model of Gratitude

Robert Emmons, one of the foremost scholars of gratitude, proposed a two-component conceptual model that remains highly influential in contemporary research. According to Emmons and McCullough (2003), gratitude comprises of the recognition of positive outcomes and the acknowledgment that these outcomes are due to external sources, particularly the intentional acts of others. The first component emphasizes the noticing and appreciation of the positive viz., a mental act of affirming goodness and benefit in one's life. This recognition involves cognitive appraisals of events as beneficial and meaningful (Emmons, 2013). The second component highlights the social and relational nature of gratitude, in which individuals attribute their positive experiences to the benevolence, generosity, or goodwill of others. Gratitude, therefore, is inherently prosocial**,** motivating reciprocal kindness and fostering stronger interpersonal bonds (McCullough et al., 2002).

Figure 1.3 *Emmons and McCullough's Two-Component Model of Gratitude*



Emmons' framework underscores that gratitude is more than an emotion; it is a moral and relational phenomenon. When individuals interpret benefits as intentionally provided, they experience a sense of moral elevation, which motivates altruistic

behavior and strengthens communal relationships (Algoe, 2012). This relational aspect has been supported by empirical studies demonstrating that gratitude enhances empathy, promotes forgiveness, and increases prosocial behavior (Ma et al., 2017). Emmons' model thus captures gratitude as both an affective response and a cognitive appraisal**,** integrating emotional experience with social cognition.

- Life-Orientation Model

Wood et al. (2010) proposed one of the most influential frameworks for understanding gratitude, conceptualizing it as a life orientation i.e., a habitual, pervasive way of perceiving and responding to the world. Rather than viewing gratitude merely as a temporary emotion or a personality trait, Wood and colleagues argued that it reflects a broader cognitive schema in which individuals consistently notice, appreciate, and respond to the positive aspects of life. According to this model, grateful individuals maintain a chronic tendency to attend to benefits received, perceive kindness in others, and frame life events through a lens of appreciation. This orientation influences how people interpret everyday situations, shaping cognitive appraisals in ways that promote positive meaning and emotional resilience (Wood et al., 2008; Wood et al., 2010).

Research supporting the life orientation model demonstrates that gratitude is strongly associated with greater psychological well-being, including higher positive affect, life satisfaction, and optimism (Emmons & McCullough, 2003; Wood et al., 2010). Grateful individuals tend to cope more adaptively by using social support, reframing stressors positively, and avoiding maladaptive behaviors like rumination or avoidance (Wood et al., 2007; Watkins, 2014). Empirical findings also reveal that gratitude enhances interpersonal functioning; people who adopt a grateful worldview experience stronger social bonds, increased relationship satisfaction, and greater prosocial behavior (Algoe, 2012; Lambert et al., 2012). By conceptualizing gratitude as an enduring worldview, the life orientation model integrates emotional, cognitive, and relational processes, highlighting gratitude's central role in fostering resilience, meaningful relationships, and sustained well-being.

Figure 1.4 *Life Orientation Model by Wood et al. (2010)*

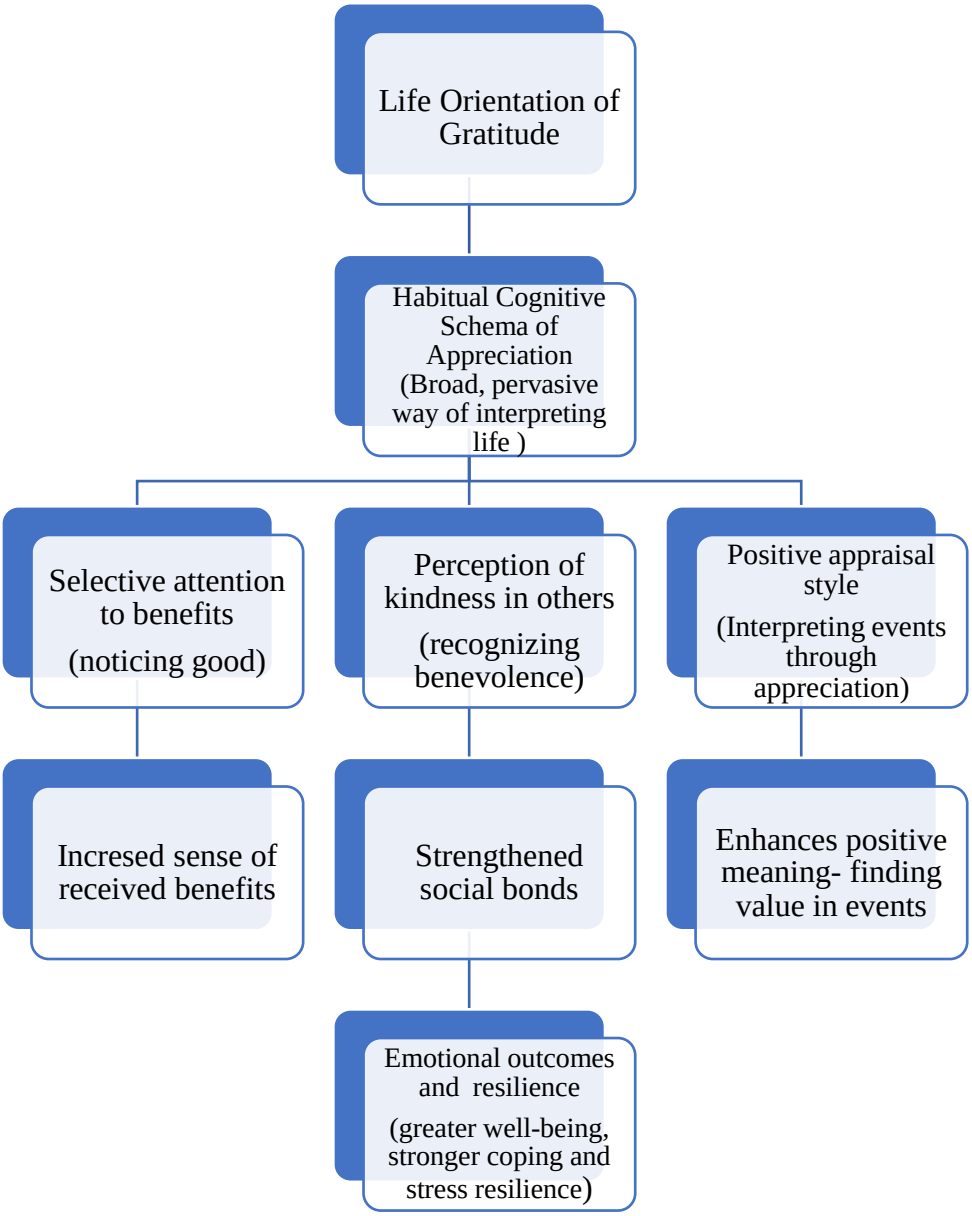


Figure 1.4 illustrates how gratitude operates as an integrated life orientation, linking cognitive appraisals, emotional well-being, and interpersonal functioning to promote psychological resilience and sustained positive outcomes.

- Integration of Both Models

Both Emmons' and Wood et al.'s models significantly contribute to our understanding of gratitude, offering complementary perspectives. Emmons' two-component model highlights the social-cognitive and moral foundations of gratitude, emphasizing how it arises from interpersonal exchanges and fosters prosocial behavior. In contrast, Wood

et al.'s life-orientation model captures the stability and breadth of gratitude as a trait, illustrating how it influences thought patterns, emotional experiences, and coping strategies across time (Emmons & McCullough, 2003; Wood et al., 2008).

Integrated together, these models portray gratitude as a multi-layered construct involving affective experiences, cognitive judgments, interpersonal recognition, and dispositional tendencies. Empirical research supports this integrated view, demonstrating that gratitude leads to enhanced life satisfaction (Peterson & Seligman, 2004), stronger interpersonal functioning (Lambert et al., 2010), improved mental health (Kerr et al., 2021), and greater resilience against stress (O'Connell et al., 2017). Such evidence suggests that gratitude operates both at the state level i.e., momentary experiences and the trait level i.e., stable tendencies that shape overall well-being.

1.3.2 Workplace Correlates of Gratitude

Gratitude functions as a significant psychological resource in the workplace, shaping employees' emotional experiences, relational exchanges, and overall organizational functioning. Research indicates that individuals who experience higher levels of gratitude tend to evaluate their lives more positively and display greater subjective well-being, a foundation that extends meaningfully into their work roles (Diener et al., 2018; Watkins et al., 2003). Emmons and McCullough (2003) demonstrated that gratitude-based practices enhance life satisfaction, which translates into greater job satisfaction and occupational fulfillment. This is supported by Wood et al. (2010), who found that gratitude predicts positive evaluations of life even after controlling for personality traits, suggesting that gratitude is an independent psychological strength that promotes adaptive functioning in professional settings.

Gratitude also enhances positive affect**,** an important emotional correlate of productive workplace behavior. Employees who experience gratitude more frequently report higher levels of joy, serenity, and optimism, emotions associated with intrinsic motivation, creativity, and persistence at work (Fredrickson, 2001; Watkins et al., 2015). Daily gratitude has been found to increase emotional resilience, enabling employees to respond more effectively to work stress and setbacks (Nezlek et al., 2017). Fredrickson's Broaden-and-Build Theory (2001) explains this process by showing how positive emotions expand cognitive processing, encourage openness,

and facilitate the development of durable personal resources such as coping skills and problem-solving. Such emotional benefits directly support workplace engagement, adaptability, and sustained motivation.

A crucial workplace correlate of gratitude is its protective function against negative emotional states. Gratitude is negatively associated with depression, anxiety, and stress, all of which undermine productivity and psychological functioning in organizational life. Wood et al. (2008) found that gratitude predicts lower levels of depression, even when controlling for personality variables. Through mechanisms such as reduced rumination, improved reappraisal, and adaptive coping (Lambert et al., 2012), gratitude protects employees from emotional exhaustion and burnout. Interventions designed to cultivate gratitude have shown significant reductions in depressive symptoms (Davis et al., 2016) and physiological stress markers such as cortisol (Jackowska et al., 2016), highlighting its relevance for occupational health.

Gratitude further enhances interpersonal functioning in the workplace, improving cooperation, trust, and social cohesion. Algoe's (2012) "Find-Remind-and-Bind Theory" demonstrates that gratitude strengthens relational bonds, an effect supported by findings in romantic and interpersonal contexts (Algoe et al., 2010). In organizational settings, gratitude encourages prosocial behavior, reciprocal helping, and stronger collegial relationships (Fehr et al., 2017). Employees who feel appreciated by supervisors demonstrate increased task performance, helpfulness, and willingness to contribute beyond formal job requirements (Grant & Gino, 2010).

Lastly, gratitude fosters a healthier and more resilient work climate by increasing work engagement, strengthening psychological capital, and providing a buffer against job-related stress (Cheng et al., 2015; Kaplan et al., 2014). Organizational gratitude practices such as recognition systems and appreciation-based communication. predict higher morale, reduced turnover intentions, and more cohesive workplace cultures. Overall, gratitude serves as a powerful organizational asset, promoting emotional well-being, strengthening relationships, and enhancing both individual and collective flourishing (Rusk et al., 2018). By institutionalizing appreciation, companies can transform their operational environment from a purely transactional space into a thriving community grounded in mutual respect and purpose.

1.4 Resilience

Resilience is a fundamental psychological construct that has garnered substantial attention in contemporary psychological research due to its critical role in understanding human adaptation and well-being. Resilience is defined as the dynamic capacity to adapt positively, maintain or regain mental health, and demonstrate competent functioning despite experiencing significant adversity, trauma, or stress (Luthar et al., 2000; Masten, 2014). This definition emphasizes several key elements that distinguish resilience from related constructs. First, resilience is conceptualized as a dynamic process rather than a fixed trait, highlighting that it involves ongoing interactions between individuals and their environments across time (Luthar et al., 2000). Second, resilience necessarily involves exposure to significant adversity or risk without challenge, the concept loses its meaning (Rutter, 2012). Third, resilience encompasses positive adaptation, which refers to successfully meeting developmental expectations or maintaining competent functioning across important life domains despite the presence of stressors (Masten & Obradović, 2006).

Unlike simple survival or endurance, resilience involves more than merely withstanding difficulties; it includes the capacity to bounce back from setbacks, learn from challenging experiences, and sometimes emerge stronger than before (Richardson, 2002; Bonanno, 2004). This conceptualization distinguishes resilience from passive coping or rigid toughness, instead portraying it as an active, flexible process of successful adaptation (Luthar et al., 2000). Contemporary perspectives emphasize that resilience is not an extraordinary phenomenon requiring exceptional personal qualities but rather results from ordinary adaptive processes and protective systems that support human development and functioning (Masten, 2001, 2014).

The study of resilience has undergone significant conceptual evolution over the past several decades, moving through distinct phases that have progressively enriched understanding of this construct. Early resilience research in the 1970s and 1980s adopted a risk-focused approach, primarily examining children who developed competently despite exposure to significant risk factors such as poverty, parental psychopathology, family dysfunction, or community violence (Garmezy, 1991; Werner & Smith, 1992). These pioneering studies sought to identify what made some

children "invulnerable" or "stress-resistant" while others succumbed to similar adversities (Rutter, 1987). Researchers including Norman Garmezy, Michael Rutter, and Emmy Werner conducted groundbreaking longitudinal investigations documenting that substantial proportions of high-risk children achieved positive developmental outcomes, contradicting prevailing deficit-focused models that assumed adversity inevitably produced pathology (Masten, 2001).

This initial wave of research generated important insights by identifying protective factors like individual characteristics, family qualities, and environmental resources that appeared to buffer against risk (Rutter, 1987; Werner & Smith, 1992). However, early conceptualizations sometimes portrayed resilience as an individual trait possessed by certain "resilient children," inadvertently suggesting that resilience was a fixed quality inherent to particular individuals (Luthar et al., 2000). This trait-based perspective proved limited as subsequent research revealed that resilience was neither absolute nor stable across different domains, developmental periods, or types of adversity (Luthar et al., 2000; Rutter, 2012).

The field progressively shifted toward process-oriented conceptualizations recognizing resilience as dynamic adaptation involving complex person-environment transactions over time (Luthar et al., 2000; Masten, 2014). This second wave of resilience research, emerging in the 1990s and 2000s, moved from simply cataloging protective factors to understanding mechanisms and processes through which these factors operated (Masten & Obradović, 2006). Researchers began examining how protective resources interacted with risk exposures, how timing and context influenced resilience processes, and how multiple levels of analysis from genetic and neurobiological to family, community, and cultural systems contributed to resilient adaptation (Cicchetti, 2010; Ungar, 2011).

Contemporary resilience science reflects a third wave characterized by strength-based, systems-oriented perspectives that emphasize resilience as emerging from dynamic interactions across multiple ecological levels (Masten, 2014; Ungar, 2011). Current approaches integrate biological, psychological, social, and cultural perspectives, recognizing that resilience involves coordinated functioning of multiple adaptive systems operating at neural, physiological, psychological, interpersonal, and societal levels (Masten & Cicchetti, 2016). This ecological-systems framework acknowledges

that resilience is fundamentally relational and contextual, shaped by cultural values, social structures, and available resources (Ungar, 2011, 2013). Modern resilience research increasingly focuses on translating knowledge into practical applications through resilience-building interventions, prevention programs, and policies that strengthen adaptive systems supporting human development (Masten, 2014; Southwick et al., 2014).

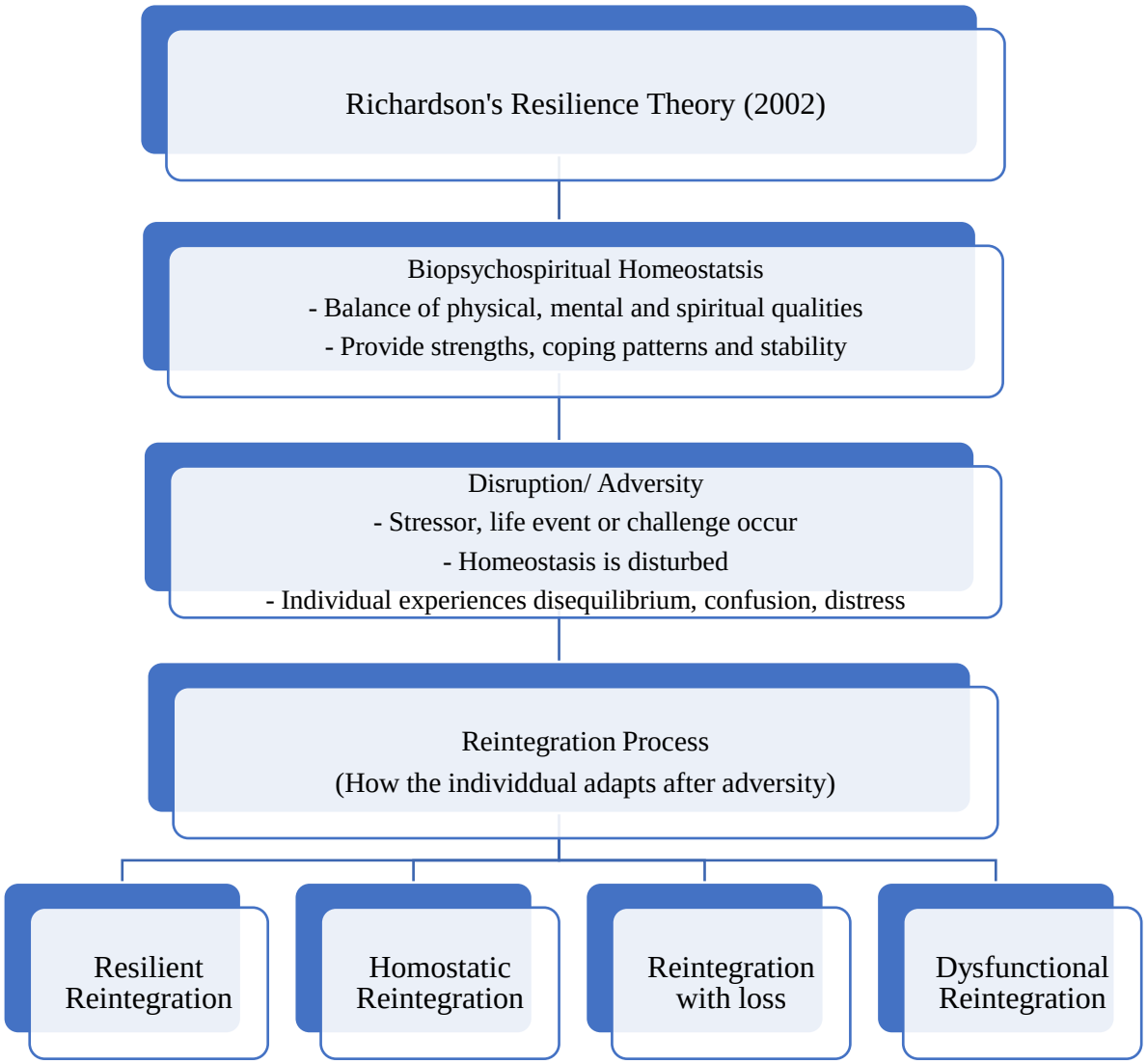
1.4.1 Theoretical Frameworks of Resilience

- **Resilience Theory**

Richardson's (2002) Resilience Theory provides an integrative framework conceptualizing resilience as a process involving disruption of biopsychospiritual homeostasis followed by reintegration to a new steady state. This model proposes that individuals exist in a state of biopsychospiritual homeostasis i.e., a dynamic balance of physical, mental, and spiritual qualities providing individuals with their unique characteristics, strengths, and coping mechanisms (Richardson, 2002). When individuals encounter life events, stressors, or adversities, this homeostatic balance is disrupted, precipitating a period of disequilibrium characterized by confusion, uncertainty, and distress. The resilience process involves how individuals reintegrate following this disruption, with Richardson identifying four possible reintegration outcomes: resilient reintegration (emerging stronger with new insights and growth), homeostatic reintegration (returning to previous functioning levels), reintegration with loss (adopting dysfunctional coping and reduced functioning), or dysfunctional reintegration (resorting to destructive behaviors) (Richardson, 2002). Figure 5 illustrates this cyclical process, demonstrating how individuals navigate from initial homeostasis through disruption and disequilibrium to achieve one of the four reintegration outcomes, each leading to a new steady state.

Resilient reintegration represents the most adaptive outcome, occurring when individuals successfully navigate challenges by accessing protective factors, developing new coping skills, gaining insights, and discovering meaning in their experiences (Richardson, 2002).

Figure 1.5 *Richardson's Resilience Theory*



Resilient reintegration represents the most adaptive outcome, occurring when individuals successfully navigate challenges by accessing protective factors, developing new coping skills, gaining insights, and discovering meaning in their experiences (Richardson, 2002). This process often involves conscious choice, motivation toward growth, and activation of resilience qualities including optimism, self-efficacy, problem-solving abilities, and social support (Richardson, 2002). The theory emphasizes that resilience is not simply about returning to baseline functioning but potentially involves growth, transformation, and enhanced capacity for future adaptation, a concept related to post-traumatic growth (Tedeschi & Calhoun, 2004). Richardson's framework has proven particularly valuable for understanding resilience in adult populations facing diverse stressors, as it accommodates the complexity of

adult adaptation and recognizes that resilience involves active, intentional processes rather than passive endurance (Richardson, 2002).

- **Protective Factors Model**

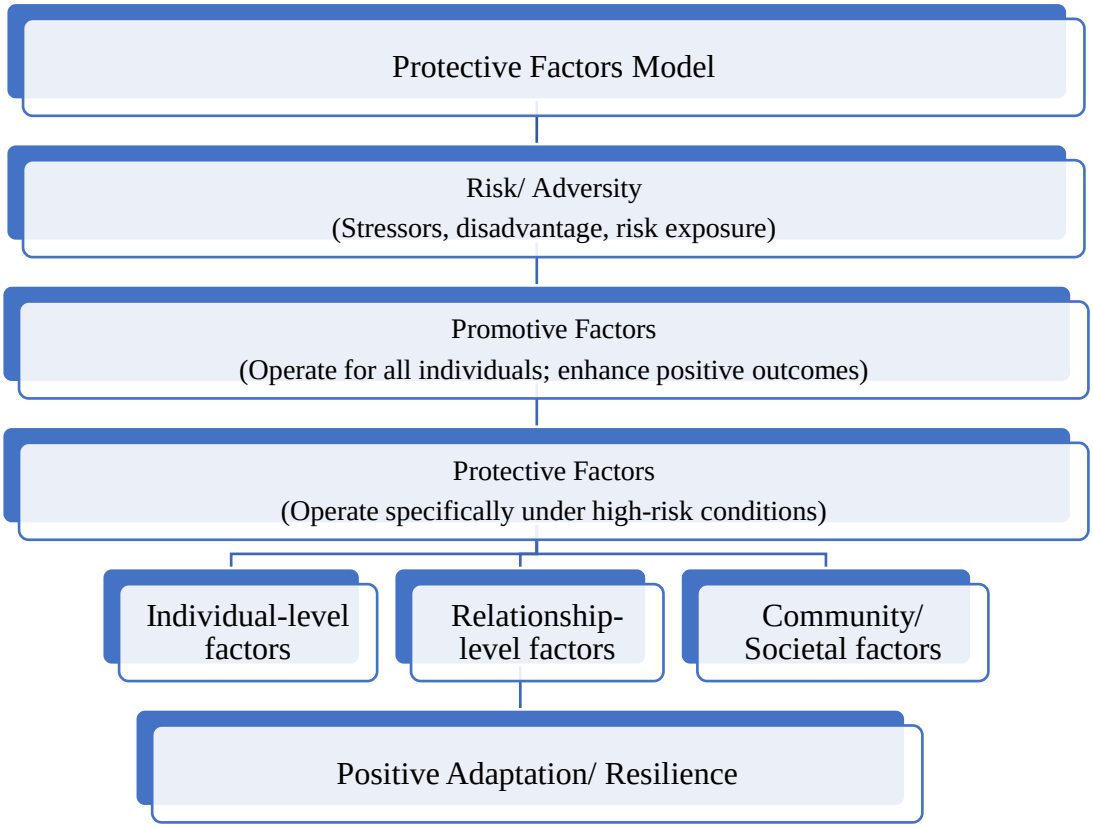
The Protective Factors Model emerged from early resilience research identifying specific individual, family, and environmental characteristics that reduce the likelihood of negative outcomes despite risk exposure (Rutter, 1987; Werner & Smith, 1992). Protective factors operate through several mechanisms: directly promoting positive adaptation, buffering or moderating the impact of risk factors, interrupting risk chains, or preventing initial risk exposure (Rutter, 1987, 2012). This model distinguishes between promotive factors (beneficial for everyone regardless of risk exposure) and protective factors (specifically beneficial under high-risk conditions), though this distinction is not always clearly maintained in the literature (Masten, 2001; Sameroff, 2010).

Research has identified multiple protective factors operating at different ecological levels (Masten & Reed, 2002). Individual-level protective factors include cognitive abilities such as problem-solving skills and intellectual functioning; self-regulation capacities including emotional regulation and impulse control; positive self-perceptions including self-esteem and self-efficacy; adaptive temperament characteristics such as flexibility and positive emotionality; and faith, hope, and meaning-making capacities (Masten, 2001; Werner & Smith, 1992). Relationship-level protective factors encompass secure attachment relationships with caregivers; supportive relationships with extended family, mentors, or other caring adults; positive peer relationships; and effective parenting characterized by warmth, structure, and appropriate monitoring (Masten & Reed, 2002; Luthar et al., 2000).

Community and societal protective factors include effective schools providing academic and social support; connections to prosocial organizations such as religious institutions or community groups; safe neighborhoods with low crime and violence; access to quality healthcare, mental health services, and social services; and cultural traditions providing identity, meaning, and social cohesion (Masten & Reed, 2002; Ungar, 2011). The Protective Factors Model has been instrumental in guiding

prevention and intervention efforts, as it identifies modifiable factors that can be strengthened to enhance resilience (Luthar & Cicchetti, 2000).

Figure 1.6 *Protective factors Model*



For working adult populations, relevant protective factors include cognitive flexibility, emotional regulation abilities, social support networks, workplace resources such as job control and supervisor support, and access to organizational assistance programs (Crane & Searle, 2016; Kuntz et al., 2017).

1.4.2 Workplace Correlates of Resilience

Resilience, the capacity to adapt, recover, and grow in the face of adversity, plays a crucial role in shaping employees' psychological functioning and performance within organizational environments. Research consistently shows that workplace resilience is positively associated with job satisfaction, effective coping, and sustainable occupational well-being (Boamah & Laschinger, 2016). Employees with higher resilience perceive work challenges as manageable, which enables them to remain motivated and engaged even during periods of heightened demand or organizational

change. For example, resilient employees demonstrate greater work engagement, a psychological state characterized by vigor, dedication, and absorption which in turn enhances productivity and long-term performance (Avey et al., 2011).

One of the strongest workplace correlates of resilience is reduced burnout and emotional exhaustion. Burnout, characterized by chronic fatigue and detachment, is significantly lower among employees who demonstrate resilient coping strategies, such as positive reframing, acceptance, and active problem-solving (Arrogante & Aparicio-Zaldivar, 2017). Resilience acts as a psychological buffer by mitigating the negative effects of job stressors and reducing the likelihood of emotional depletion. This protective function extends to mental health outcomes, as resilient individuals report lower levels of anxiety, depressive symptoms, and occupational stress (Britt et al., 2016). In demanding work environments, resilience fosters effective emotional regulation, which allows employees to maintain stability and recover more rapidly from setbacks.

Resilience is also linked to stronger interpersonal relationships in the workplace. Employees who exhibit high resilience tend to experience better social support, improved teamwork, and stronger communication with colleagues and supervisors (Kuntz et al., 2017). These relational benefits help employees build collaborative networks, which further enhance their capacity to cope with occupational pressures. Socially connected employees develop a sense of belonging and shared purpose, both of which reinforce resilient responses to work stress.

Another important correlate is adaptive performance**,** defined as the ability to adjust thinking and behavior in dynamic or uncertain conditions. Resilience predicts higher adaptive performance, especially in industries characterized by rapid change or high complexity (Shoss et al., 2018). Resilient employees are more likely to embrace innovation, persist through obstacles, and demonstrate cognitive flexibility, all of which contribute to organizational effectiveness.

Leadership also influences the development and expression of employee resilience. Supportive, transformational, and autonomy-oriented leadership styles enhance resilience by fostering psychological safety, self-efficacy, and motivation (Eschleman

et al., 2010). Supportive leaders encourage open communication, recognize effort, and help employees reinterpret challenges as opportunities for growth.

Overall, resilience functions as a critical workplace resource that strengthens psychological health, protects against burnout, enhances performance, and promotes adaptive functioning across diverse organizational contexts.

1.5 Need and significance of the study

This study is significant as it examines how gratitude and resilience together influence psychological well-being among working adults. Working adults face numerous challenges including work pressure, job insecurity, and difficulty balancing work and personal life, which can negatively impact their mental health and overall well-being. Understanding the role of positive psychological resources like gratitude and resilience becomes important in helping individuals maintain their well-being despite these challenges.

The study will help identify which aspects of psychological well-being—such as purpose in life, personal growth, autonomy, or positive relationships—are most strongly influenced by gratitude and resilience. This knowledge will be useful for designing specific interventions that target the most relevant areas of well-being. Additionally, by examining both gratitude and resilience together, the study will reveal whether these qualities work independently or complement each other in promoting well-being.

In addition to this, the findings from this study will be valuable for organizations and human resource departments in developing workplace wellness programs. The results can guide the design of training sessions, workshops, and activities that help employees cultivate gratitude and build resilience. Such interventions can potentially reduce stress and burnout while improving job satisfaction and engagement. Ultimately, this research will contribute to creating healthier work environments where employees can thrive both professionally and personally, leading to benefits for individuals, organizations, and society as a whole. Integrating these concepts into institutional policy ensures that employee health is viewed not just as an incentive, but as a strategic foundation for sustainable organizational success.

1.6 Statement of the problem

The present study will examine Gratitude and Resilience as Predictors of Psychological well-being among working adults aged 25-40 years in Jammu district, addressing gaps in Indian occupational research.

1.7 Operational Definitions of the Study

1.7.1 Gratitude

In the present study, gratitude refers to the habitual tendency of working adults to recognize and appreciate the positive experiences, support, and contributions present in their personal and professional lives. It is operationally defined as the score obtained by participants on the Gratitude Questionnaire- Six Item Form (GQ-6; McCullough et al., 2002), where higher scores reflect a greater disposition toward noticing and valuing the good in one's life across both interpersonal and occupational contexts.

1.7.2 Resilience

Resilience refers to the capacity of working adults to bounce back effectively from the demands, pressures and setbacks inherent in their occupational and personal lives. It is operationally defined as the score obtained by participants on the Brief Resilience Scale (BRS; Smith et al., 2008), where higher scores indicate a stronger ability to recover from stress and maintain adaptive functioning in the face of challenges encountered in everyday work life.

1.7.3 Psychological Well-Being

In the present study, psychological well-being refers to the degree to which working adults experience positive functioning across six core dimensions namely, autonomy, environmental mastery, personal growth, positive relations with others, purpose in life and self-acceptance. It is operationally defined as the composite score obtained by participants on Ryff's Psychological Well-Being Scale (42-item version; Ryff, 1989), where higher scores reflect greater overall flourishing and life fulfilment in the personal and professional domain.

1.8 Objectives of the Study

- To examine the relationship between Resilience, Gratitude and Psychological well-being among working adults.
- To examine the effect of Gratitude on Psychological well-being among working adults.
- To examine the effect of Resilience on Psychological well-being among working adults.

1.9 Hypotheses of the Study

Based on review of literature, following hypotheses are proposed:

- **H1:** It is expected that there will be a significant positive relationship between Gratitude, Resilience and Psychological well-being among working adults.
- **H2:** It is expected that Gratitude will have a significant effect on Psychological well-being among working adults.
- **H3:** It is expected that Resilience will have a significant effect on Psychological well-being among working adults.

1.10 Delimitations of the Study

- It is a quantitative study.
- The use of purposive sampling and a restricted age range (25–40 years) for the sample.
- It does not include self-employed and freelance workers.
- Reliance on self-report questionnaires may introduce social desirability and response biases that affect data accuracy.
- Cultural and regional differences within India may also not be fully represented.

CHAPTER II

REVIEW OF LITERATURE

2.1 Introduction

To situate the present research within the broader scientific discourse and to identify gaps warranting further investigation, a comprehensive review of existing literature was undertaken. The review focuses on theoretical frameworks and empirical studies related to gratitude, resilience, and psychological well-being. Particular emphasis is placed on studies involving working adult populations and occupational settings, as these contexts are most relevant to the objectives of the current study (Webster & Watson, 2002).

2.2 Studies related to Relationship between Gratitude, Resilience and Psychological well-being

Ryff and Singer (2008) aimed to present an integrative model examining the biological correlates of psychological well-being and to establish its relevance for overall human functioning. The study was based on a comprehensive review of empirical research linking eudaimonic well-being to physiological outcomes across adult populations. Evidence reviewed in the model indicated that higher levels of psychological well-being, particularly dimensions such as purpose in life and positive relations with others, were associated with improved neuroendocrine regulation, stronger immune functioning, and reduced risk of cardiovascular disease. Although no statistical analysis was conducted directly on gratitude or resilience, the findings underscore psychological well-being as a multidimensional construct influenced by adaptive psychological resources. This supports the inclusion of positive traits such as gratitude and resilience as important contributors to psychological well-being in adult populations.

Fredrickson et al. (2008) aimed to examine how positive emotions contribute to the development of psychological resources that enhance psychological well-being, drawing on the broaden-and-build theory of positive emotions. The study was conducted on a sample of 139 working adults using an experimental intervention

approach. The findings indicated that participation in the intervention increased everyday positive emotions such as gratitude, which in turn was associated with the development of key personal resources including resilience, purpose in life, mindfulness, and social support. These acquired resources were further associated with higher life satisfaction and lower levels of depressive symptoms. The study demonstrates that gratitude and resilience are interrelated positive psychological resources that jointly contribute to enhanced psychological well-being among working adults.

Boehm and Kubzansky (2012) aimed to examine the relationship between positive psychological well-being and physical health outcomes through a comprehensive systematic review and meta-analysis. The review synthesized evidence from over 200 empirical studies involving diverse populations across cross-sectional and longitudinal designs. The findings indicated that higher levels of psychological well-being, including dimensions such as life satisfaction, optimism, and purpose in life, were consistently associated with reduced risk of cardiovascular disease, lower mortality, and better long-term health outcomes. Psychological well-being was also found to be linked with greater stress resilience, healthier behavioral patterns, and improved biological functioning. The study highlights psychological well-being as a vital protective factor for both mental and physical health, thereby underscoring the importance of identifying positive psychological resources, such as gratitude and resilience that contribute to enhanced well-being among adults.

Lin and Yeh (2014) aimed to examine the relationship between gratitude, resilience, and psychological well-being and to understand how these variables interact with one another. The study was conducted on a sample of 288 adult participants. Using correlational and predictive analyses, the findings indicated that gratitude was positively associated with psychological well-being both directly and indirectly through resilience, positive emotions, and life satisfaction. Higher levels of gratitude were found to be associated with greater resilience, which in turn predicted enhanced psychological well-being. The results highlight gratitude as an important psychological resource that strengthens resilience and contributes significantly to overall psychological well-being. This study provides strong empirical support for the interconnected role of gratitude and resilience in promoting well-being among adults.

Schaufeli and Taris (2014) aimed to provide a conceptual and critical review of the Job Demands–Resources (JD-R) model to explain employee well-being in occupational settings. The review integrated findings from over 90 empirical studies conducted across diverse professions over two decades. The authors explained that high job demands contribute to stress and burnout, whereas job resources promote work engagement and psychological well-being. Importantly, the review emphasized the role of personal psychological resources, such as resilience and optimism, in buffering the negative effects of job demands and enhancing well-being. The authors suggested that these personal resources interact with workplace conditions to protect employees from stress and promote sustained psychological functioning. This review highlights the importance of psychological resources, including resilience and gratitude, in maintaining psychological well-being among working adults.

Derks et al. (2015) aimed to examine the impact of work-related smartphone use on employee psychological well-being. The study was conducted on a sample of 142 employed adults working in organizational settings. The findings indicated that frequent work-related smartphone use during non-working hours reduced individuals' ability to psychologically detach from work, which in turn was associated with increased emotional exhaustion. The study further highlighted that workplace expectations regarding constant availability intensified these negative effects. These findings illustrate the challenges faced by contemporary working adults in maintaining work–life balance and underscore the importance of protective psychological resources, such as resilience and gratitude, in preserving psychological well-being under conditions of ongoing work demands.

Sonnentag et al. (2017) aimed to provide a comprehensive theoretical and empirical review of recovery from job stress and its implications for employee psychological well-being. The review integrated findings from over 120 empirical studies conducted across occupational settings. The authors identified key recovery experiences like psychological detachment from work, relaxation, mastery experiences, and a sense of control, as important contributors to reduced fatigue, lower emotional exhaustion, and enhanced well-being. The review further emphasized that personal psychological resources, such as resilience, play a moderating role in how individuals recover from job demands. Additionally, fostering positive psychological states during non-work time was found to support adaptive functioning and sustained well-being. The review

highlights the importance of psychological resources, including resilience and gratitude, in promoting effective recovery from work stress and maintaining psychological well-being among working adults.

Donaldson et al. (2019) aimed to systematically review the effectiveness of workplace positive psychology interventions in enhancing employee functioning and well-being. The review synthesized findings from 22 empirical studies conducted within organizational settings that implemented interventions designed to promote positive psychological outcomes, such as work engagement, performance, and stress reduction. The findings indicated that positive psychology interventions led to improvements in desirable work-related outcomes and reductions in negative outcomes such as stress and psychological strain. Although the effects were modest, the review highlighted the potential of positive psychological approaches for promoting employee well-being and healthy organizational functioning. This review provides conceptual support for the application of gratitude- and resilience-based interventions as effective strategies for enhancing psychological well-being among working adults.

Arnout and Almoied (2020) aimed to examine the interrelationships among gratitude, resilience, and psychological well-being and their role in predicting creativity among professional counselors. The study was conducted on a large sample of 610 psychological counselors. The findings revealed that both gratitude and resilience significantly predicted psychological well-being. In turn, higher psychological well-being was associated with better creative functioning among counselors. The results further indicated that gratitude and resilience indirectly influenced creativity through their positive effects on psychological well-being. The study highlights gratitude and resilience as important psychological resources that enhance well-being, supporting their interconnected role in promoting positive psychological functioning among working professionals.

Sekaja et al. (2022) aimed to explore how working adults experienced and expressed gratitude in the workplace during the COVID-19 pandemic and how this influenced their psychological well-being. The qualitative study was conducted on a purposive sample of 21 employed adults from diverse occupational backgrounds in South Africa. The findings revealed that employees expressed gratitude for job security,

supportive leadership, flexible work arrangements, and positive workplace relationships during the pandemic. Participants also highlighted gratitude for personal psychological strengths such as resilience, optimism, and spirituality, which helped them cope with work-related stress and uncertainty. The study concluded that workplace gratitude functioned as an important psychological resource that strengthened resilience, enhanced social support, and promoted psychological well-being among working adults during challenging circumstances.

Wiroko and Sugiharti (2022) aimed to examine the relationship between perceived gratitude and positive work-related outcomes, with a particular focus on the role of employee resilience. The study was conducted on a sample of 205 working adults employed as merchandisers in the Fast-Moving Consumer Goods sector in Indonesia. The findings revealed that perceived gratitude at work significantly predicted higher levels of resilience among employees. In turn, resilient employees reported more positive work engagement. The study further demonstrated that resilience played a mediating role in the relationship between gratitude and positive work-related functioning. These findings suggest that gratitude strengthens psychological adaptability, which contributes to improved functioning and well-being in occupational settings. The study highlights gratitude and resilience as interconnected psychological resources that support positive outcomes among working adults.

Saputra (2024) aimed to explore how workplace gratitude programs influence employee resilience and overall psychological well-being. The qualitative study was conducted on a purposive sample of 20 employees from different divisions of an organization. Data collected through in-depth interviews and group discussions revealed that participation in gratitude programs enhanced employees' emotional stability, positive outlook, and ability to cope with work-related challenges. Participants also reported improved interpersonal relationships, stronger team bonding, and increased loyalty toward their organization. The findings suggest that gratitude-based practices function as effective psychological resources that strengthen resilience and promote psychological well-being among working adults in organizational settings.

Yan et al. (2024) aimed to examine the combined influence of social support, resilience, and gratitude on psychological well-being, operationalized as happiness,

among young adults. The study was conducted on a sample of 320 participants in Malaysia using a questionnaire-based survey method. The findings revealed that gratitude, resilience, and social support were all positively associated with happiness. Further analysis showed that these positive psychological resources significantly predicted happiness, collectively explaining a substantial proportion of variance in well-being. The results highlight the importance of gratitude and resilience as key psychological resources that, together with social support, enhance psychological well-being. The study also emphasized the need for culturally sensitive approaches when promoting positive psychological functioning across diverse populations.

Yang et al. (2025) aimed to examine how gratitude influences psychological well-being in daily life and to explore the roles of resilience and social support in this relationship. The study was conducted on a sample of 206 Chinese emerging adults using a daily self-report method over a two-week period. The findings indicated that higher levels of daily gratitude were associated with increased psychological well-being, including greater positive affect and life satisfaction. Gratitude was also found to strengthen perceptions of social support and enhance resilience, which in turn contributed to improved well-being. The study demonstrated that gratitude functions as a dynamic psychological resource that builds both relational and personal strengths, highlighting its role in promoting resilience and psychological well-being among young adults.

To conclude, the reviewed literature demonstrates a strong relationship between gratitude, resilience, and psychological well-being. Evidence across theoretical models and empirical studies suggests that gratitude promotes positive emotions and social resources, which strengthen resilience and support well-being under stress. Together, gratitude and resilience function as complementary psychological resources, justifying their combined examination in predicting psychological well-being among working adults.

2.3 Studies related to Gratitude as a Predictor of Psychological Well-being

Wood et al. (2007) aimed to investigate gratitude as a psychological coping resource and its influence on stress responses and psychological well-being among adults. The

study employed a cross-sectional correlational design and was conducted on a sample of 236 adult participants from the United Kingdom. Hierarchical regression and mediation analyses were used to examine the relationships among gratitude, coping strategies, stress, and well-being. The findings indicated that gratitude was positively associated with adaptive coping strategies such as positive reinterpretation and seeking emotional support, and negatively associated with maladaptive coping strategies including denial and self-blame. After controlling for personality variables, higher levels of gratitude significantly predicted lower stress levels and better psychological well-being. These results suggest that gratitude functions as an important psychological resource that enhances adaptive coping and promotes psychological well-being.

McCullough et al. (2008) aimed to examine gratitude as a psychological factor that enhances the impact of positive experiences on psychological well-being. The study comprised three experimental investigations conducted on a total sample of 389 adult participants. Standard experimental and correlational analyses were used to examine the relationship between gratitude and well-being outcomes. The findings indicated that individuals high in gratitude derived significantly greater satisfaction from positive life events compared to individuals low in gratitude. Additionally, inducing feelings of gratitude was found to enhance positive emotional responses to pleasant experiences. These results suggest that gratitude plays a significant role in amplifying positive experiences, thereby functioning as an important predictor of psychological well-being among adults.

Wood et al. (2008) aimed to examine gratitude as a cognitive-emotional resource and its role in promoting psychological well-being. The study involved three empirical investigations conducted on a combined sample of 566 participants, including university students and adults. Using correlational and experimental approaches, the findings consistently showed that both trait and state gratitude were positively associated with higher life satisfaction and positive affect, and negatively associated with negative affect. Furthermore, gratitude-based exercises were found to significantly enhance positive emotional experiences. The results indicate that gratitude functions as an important psychological resource that promotes adaptive emotional responses and contributes to enhanced psychological well-being among adults.

Algoe et al. (2008) aimed to examine gratitude as a social emotion and its role in strengthening interpersonal relationships and psychological well-being. The study comprised two experimental investigations conducted on a total sample of 278 participants. Using self-report measures and correlational analysis, the findings revealed that gratitude was positively associated with perceived relationship quality, emotional closeness, and daily social connectedness. Additionally, expressions of gratitude were found to enhance responsiveness and mutual support within relationships. The researchers concluded that gratitude functions as an affiliative emotional resource that deepens social bonds, thereby promoting emotional support and psychological well-being. These findings highlight gratitude as an important predictor of psychological well-being through its positive influence on interpersonal relationships.

Wood et al. (2009) aimed to examine the influence of gratitude on sleep quality as an important component of psychological well-being. The study was conducted on a sample of 401 adult participants using self-report measures. Using correlational and predictive analyses, the findings revealed that higher levels of gratitude were associated with better sleep quality, longer sleep duration, and reduced daytime dysfunction. Grateful individuals reported fewer negative and intrusive thoughts before sleep and greater engagement in positive pre-sleep cognitions, which contributed to improved sleep outcomes. The study highlights gratitude as a psychological resource that promotes adaptive cognitive patterns, thereby enhancing restorative sleep and overall psychological well-being, particularly in adult populations.

Grant and Gino (2010) aimed to examine the impact of gratitude expressions on prosocial behavior and psychological functioning within organizational contexts. The study involved a series of experimental investigations, including a field study conducted on 140 fundraising employees, along with additional laboratory-based studies. The findings revealed that receiving expressions of gratitude led to significant increases in helping behavior and work engagement among employees. Gratitude was found to enhance individuals' sense of social value and personal efficacy, which contributed to more positive interpersonal behavior in the workplace. The researchers concluded that gratitude plays an important role in fostering positive social

functioning and supportive work environments, thereby indirectly contributing to psychological well-being among working adults.

Wood et al. (2010) aimed to provide a comprehensive theoretical and empirical review of the relationship between gratitude and psychological well-being. The study synthesized findings from over 100 empirical investigations conducted across diverse age groups and populations. The review revealed consistent moderate-to-strong positive associations between gratitude and indicators of psychological well-being, including life satisfaction, positive affect, and optimism, along with negative associations with stress and negative emotions. The authors explained that gratitude enhances well-being by promoting positive emotions, adaptive cognitive reframing, social connectedness, and effective coping strategies. Furthermore, gratitude was conceptualized as both a stable disposition and a dynamic process that fosters resilience and protects individuals from psychological distress. The review also highlighted that gratitude-based interventions, such as gratitude journaling and gratitude expression, reliably improve psychological well-being. These findings strongly establish gratitude as a significant predictor of psychological well-being across populations.

Lambert et al. (2011) aimed to examine the psychological mechanisms through which gratitude contributes to reduced depressive symptoms and enhanced psychological well-being. The study was conducted across four investigations involving a large sample of 1,196 participants. Using correlational and longitudinal approaches, the findings revealed that higher levels of gratitude were associated with lower depressive symptoms over time. Gratitude was found to promote positive reframing of negative experiences and increase the experience of positive emotions, both of which contributed to improved mental health outcomes. The longitudinal findings further demonstrated that the protective effects of gratitude on psychological well-being were sustained over follow-up periods. The study establishes gratitude as an important psychological resource that operates through cognitive and emotional pathways to protect mental health, making it highly relevant for understanding psychological well-being among adults.

Kleiman et al. (2013) aimed to examine gratitude as a protective psychological resource in relation to psychological distress and well-being. The study was

conducted on a sample of 236 adult participants. Using correlational and predictive approaches, the findings indicated that higher levels of gratitude were associated with lower levels of severe psychological distress. This relationship was explained by an increased sense of meaning and purpose in life, which functioned as an important protective factor. The results further suggested that gratitude was particularly beneficial for individuals with lower levels of perseverance, highlighting its role in fostering psychological resilience. Overall, the study demonstrates that gratitude promotes psychological well-being by enhancing meaning in life and strengthening resilience against psychological adversity.

Harzer and Ruch (2015) aimed to examine the relationship between the application of character strengths at work and psychological well-being among employed adults. The study was conducted on a large sample of 1,081 working individuals from diverse occupational backgrounds. Using correlational and predictive analyses, the findings revealed that applying personal strengths at work significantly predicted higher levels of work-related well-being, general psychological well-being, and lower burnout symptoms. Among the various strengths examined, gratitude showed particularly strong positive associations with life satisfaction and positive affect. The results demonstrate that gratitude, when actively expressed and utilized in occupational settings, plays a significant role in enhancing psychological well-being among working adults.

Kern et al. (2015) aimed to develop and validate a multidimensional model of psychological well-being based on Seligman's PERMA framework and to examine the role of gratitude within this model. The study was conducted on a sample of 516 students. Using standardized assessment methods, the findings supported a five-dimensional structure of well-being comprising positive emotion, engagement, relationships, meaning, and accomplishment. Gratitude emerged as a significant predictor across all five dimensions of well-being, showing particularly strong associations with positive emotion and meaning in life. Gratitude also predicted overall well-being beyond demographic factors. Although the study focused on adolescents, the findings provide important conceptual and methodological support for understanding gratitude as a broad psychological resource that enhances multiple dimensions of psychological well-being, with clear relevance to adult populations.

Jackowska et al. (2016) aimed to examine the effects of a gratitude-based intervention on psychological well-being among healthy adults. The experimental study was conducted on a sample of 119 adults with a mean age of 31 years, who were randomly assigned to either a gratitude-writing activity or a control condition over a two-week period. The findings indicated that participants in the gratitude condition showed significant increases in positive affect, optimism, and overall subjective well-being compared to the control group. Additionally, gratitude practice was associated with improved sleep quality, longer sleep duration, and reduced difficulty in falling asleep. The study provides experimental evidence that cultivating gratitude leads to meaningful improvements in psychological well-being and related health indicators, highlighting gratitude as a powerful psychological resource for enhancing well-being among adults.

Klibert et al. (2019) aimed to examine the effects of a gratitude-based intervention on positive emotions and coping-related psychological resources. The experimental study was conducted on a sample of 48 university students who were exposed to a positive experience task and subsequently assigned to either a gratitude activity or a control condition. The findings indicated that participants who engaged in the gratitude intervention reported higher levels of positive emotions compared to those in the control group. In addition, the gratitude group demonstrated greater resilience and higher coping self-efficacy. The results suggest that gratitude functions as an effective psychological strategy for enhancing positive emotional states and strengthening coping resources, thereby contributing to improved psychological well-being.

Cregg and Cheavens (2020) aimed to examine the effectiveness of gratitude-based interventions in improving psychological well-being by reducing symptoms of depression and anxiety. The meta-analytic review synthesized findings from 27 empirical studies involving a total of 3,675 participants. The results indicated that gratitude interventions were associated with small but consistent reductions in depressive and anxiety symptoms, both immediately after the intervention and at follow-up. These findings suggest that gratitude practices contribute to improved emotional well-being, although their effects are modest when compared to intensive clinical treatments. Overall, the study supports gratitude as a beneficial psychological

strategy that can enhance emotional aspects of psychological well-being and serve as a complementary approach for promoting mental health among adults.

Chopik et al. (2021) aimed to examine the relationship between gratitude and psychological well-being across different stages of the lifespan. The meta-analytic study synthesized findings from 122 empirical studies involving a total of 49,609 participants from diverse cultural backgrounds. The findings indicated that gratitude was positively associated with life satisfaction and positive affect, and negatively associated with depressive symptoms. These relationships were consistent across age groups, with particularly strong associations observed among middle-aged adults. The study also highlighted cultural differences, with stronger associations in collectivistic cultures. Longitudinal findings suggested a reciprocal relationship between gratitude and psychological well-being over time. Overall, the study provides robust evidence that gratitude is a significant and consistent predictor of psychological well-being across populations.

Nguyen and Le (2021) aimed to examine the impact of stress related to the COVID-19 pandemic on psychological well-being and to explore the role of gratitude as a protective psychological factor. The study was conducted on a sample of 509 Vietnamese adults using a questionnaire-based survey design. The findings revealed that higher stress levels were associated with poorer psychological well-being. However, gratitude played a significant mediating role by reducing the negative impact of stress on well-being. Individuals with higher levels of gratitude reported better psychological well-being despite experiencing stress. The study highlights gratitude as an important psychological resource that buffers the harmful effects of stress and supports psychological well-being among adults during challenging life circumstances.

Arora et al. (2023) aimed to examine the relationships among gratitude, optimism, and psychological well-being and to identify predictors of psychological well-being across adulthood. The study was conducted on a sample of 80 participants, comprising 54 individuals in early adulthood and 26 individuals in middle adulthood. The findings indicated a positive association between optimism and psychological well-being, with this relationship being stronger among middle-aged adults compared to younger adults. While gratitude was examined as a positive psychological variable,

optimism emerged as a more prominent predictor of psychological well-being in this sample. The study supports the broader positive psychology perspective that positive dispositions contribute to psychological well-being and highlights age-related differences in predictors of well-being among adults.

Bhargava et al. (2023) aimed to examine the role of gratitude in predicting subjective psychological well-being among working professionals, with employee engagement as an explanatory factor. The study was conducted on a sample of 162 IT professionals, employed in major technology organizations in India. The findings indicated that gratitude was positively associated with subjective well-being and higher levels of employee engagement. Further results showed that employee engagement partially explained the relationship between gratitude and well-being. The study also reported gender differences, with the gratitude–well-being relationship being stronger among female employees. The findings suggest that practicing gratitude in workplace settings enhances psychological well-being and engagement among working adults, highlighting its importance as a positive psychological resource.

Kirca et al. (2023) conducted a meta-analysis to examine the effectiveness of expressed gratitude interventions in enhancing psychological well-being. The study synthesized findings from 25 randomized controlled trials comprising a total sample of 6,745 participants across diverse populations. Meta-analytic techniques were used to compare gratitude-based interventions with neutral control conditions. The results indicated that expressed gratitude interventions produced a small but statistically significant positive effect on psychological well-being. Improvements were consistently observed across key dimensions of well-being, including life satisfaction, positive affect and happiness. The analysis further showed that intervention length and follow-up duration did not significantly influence outcomes, suggesting that even brief gratitude practices can enhance psychological well-being. Overall, the findings provide strong empirical support for gratitude as an effective psychological resource for improving well-being.

Einav et al. (2024) aimed to examine the role of gratitude and other psychosocial factors in predicting burnout among working professionals. The study was conducted on a sample of 248 Israeli teachers. The findings indicated that higher levels of

gratitude, social support and hope were associated with lower levels of burnout, whereas loneliness and a sense of entitlement were linked to higher burnout. Gratitude emerged as an important psychological resource that helped explain how social support reduced burnout among teachers. The study further reported demographic differences with female teachers experiencing higher burnout and older teachers reporting lower burnout levels. Overall, the findings highlight gratitude as a protective factor that supports psychological well-being by reducing burnout in demanding occupational contexts.

Basit et al. (2024) aimed to examine the role of gratitude in promoting psychological well-being, emotional resilience, and social connectedness among mental health professionals. The study was conducted on a sample of 120 professionals from Punjab using a questionnaire-based survey method. The findings revealed that gratitude was positively associated with trust across romantic, familial, social, and professional relationships. Gratitude was also negatively related to anxiety and depression and positively associated with emotional stability and life satisfaction. Further results indicated that gratitude significantly predicted emotional resilience and social connectedness. The study highlights gratitude as a key psychological resource that enhances emotional resilience, interpersonal functioning, and overall psychological well-being among working professionals.

Man and Jing (2025) aimed to examine the role of gratitude and perceived social support in predicting psychological well-being among Chinese university students within a collectivist cultural context. The study was conducted on a large sample of 703 participants using standardized self-report measures. The findings revealed that gratitude and perceived social support were both positively associated with psychological well-being. Gratitude was found to promote prosocial tendencies, which in turn contributed to higher levels of psychological well-being. Similarly, social support enhanced prosocial behavior and well-being. The results indicate that gratitude functions as an important psychological resource that supports well-being both directly and indirectly through positive social behaviors. The study highlights the cultural relevance of gratitude in promoting psychological well-being among young adults.

Faizal et al. (2025) aimed to examine the relationship between gratitude practices and psychological well-being among Malaysian veterans, a group considered vulnerable

to stress and adjustment difficulties. The study employed a quantitative cross-sectional design and included a sample of 370 veterans. Standardized self-report questionnaires were used to assess gratitude and psychological well-being based on the PERMA framework. Correlational analysis revealed that gratitude was significantly and positively associated with all five dimensions of psychological well-being. The strongest relationships were observed with positive emotions and meaning in life. The findings indicated that regular gratitude practices enhance multiple components of psychological well-being, including engagement, relationships, and accomplishment, highlighting gratitude as a valuable psychological resource for adult well-being during life transitions.

Nusantara and Hindiarto (2025) aimed to examine the influence of gratitude and forgiveness on psychological well-being among employees who experienced employment termination during the COVID-19 pandemic in Semarang, Indonesia. The study adopted a quantitative correlational research design and included a sample of 402 participants selected through purposive sampling. Data were analyzed using product–moment correlation and multiple linear regression techniques. The findings revealed that both gratitude and forgiveness significantly predicted psychological well-being, jointly explaining 20.8% of the variance. Gratitude emerged as the stronger predictor of well-being compared to forgiveness. The results suggest that gratitude functions as an important psychological resource that supports psychological well-being and adaptive adjustment among working adults facing employment-related adversity.

Overall, the literature consistently identifies gratitude as a significant predictor of psychological well-being. Findings across diverse populations and methodologies show that gratitude enhances life satisfaction and positive affect while reducing stress and burnout. Workplace and intervention-based studies further highlight its effectiveness under challenging conditions. Collectively, these findings provide strong empirical support for gratitude as a key predictor of psychological well-being.

2.4 Studies related to Resilience as a Predictor of Psychological well-being

Luthans et al. (2007) aimed to examine the role of positive psychological capital comprising hope, efficacy, resilience, and optimism in influencing work-related

outcomes among working adults. The study was conducted on a sample of 404 employees drawn from multiple organizations. Using regression analysis, the findings revealed that psychological capital significantly predicted job satisfaction and job performance beyond demographic variables and work experience. Among its components, resilience emerged as a particularly influential factor, indicating that resilient employees are better able to cope with workplace challenges and maintain positive psychological functioning. These findings highlight resilience as an important predictor of psychological well-being in occupational settings.

Smith et al. (2008) aimed to develop and validate the Brief Resilience Scale as a measure of resilience conceptualized as the ability to recover or bounce back from stress. The study was conducted across four samples comprising a total of 844 participants, including undergraduate students, clinical populations, and adults. Standard psychometric analyses were used to establish the reliability and validity of the scale. The findings indicated that resilience, as measured by the BRS, was negatively associated with stress, anxiety, and depression, and positively associated with better health-related quality of life. Importantly, resilience was found to predict physical health outcomes beyond other positive factors such as optimism and social support. These results support resilience as a significant psychological resource contributing to psychological well-being and justify its assessment among working adult populations.

Avey et al. (2009) aimed to examine the role of positive psychological capital, particularly resilience, in relation to stress and well-being related outcomes among working adults. The study was conducted on a sample of 416 employees drawn from multiple industries. Using correlational and predictive analyses, the findings revealed that psychological capital was negatively associated with perceived stress, turnover intentions, and job search behaviors. Among its components, resilience emerged as a particularly strong factor in protecting employees from stress-related outcomes. The results indicate that resilient individuals are better able to manage workplace demands, thereby maintaining psychological stability and well-being. This study provides strong empirical support for examining resilience as a significant predictor of psychological well-being in occupational contexts.

Schaufeli et al. (2009) aimed to examine how job demands, job resources, and

personal psychological resources influence employee well-being over time. The longitudinal study was conducted on a sample of 201 telecom managers in the Netherlands across a one-year period. Using predictive analyses, the findings indicated that increased job demands were associated with higher levels of burnout, whereas increased job resources were related to greater work engagement. Importantly, personal resources such as resilience were found to buffer the negative effects of high job demands on employee well-being. Burnout further predicted increased sickness absenteeism, while work engagement was associated with lower turnover intentions. The study provides longitudinal evidence that resilience serves as a protective factor in maintaining psychological well-being among employees facing sustained workplace demands.

Sood et al. (2011) aimed to examine the effectiveness of a resilience training program in enhancing psychological well-being among healthcare professionals experiencing high occupational stress. The randomized controlled study was conducted on a sample of 40 physicians and allied health professionals who were assigned either to a resilience training intervention or to a waitlist control group over an eight-week period. The findings indicated that participants who received resilience training showed significant improvements in resilience levels, quality of life, and reductions in stress and anxiety compared to the control group. These improvements were maintained at follow-up, suggesting sustained benefits of resilience enhancement. The study provides evidence that resilience can be developed through structured interventions and serves as a key psychological resource in promoting psychological well-being among working adults in demanding occupational settings.

Waugh et al. (2011) aimed to examine whether resilience enables individuals to maintain positive emotional functioning during stressful situations. The experimental study was conducted on a sample of 124 adult participants who were exposed to stress-inducing stimuli under controlled conditions. The findings indicated that individuals with higher levels of resilience experienced greater positive emotions during stress and demonstrated quicker recovery from stress reactions compared to individuals with lower resilience. Resilient participants were better able to regulate their emotional responses when faced with challenging situations. The study suggests that resilience operates through emotional regulation processes that protect

psychological well-being under stress, highlighting its importance for individuals facing demanding conditions, such as working adults.

Windle et al. (2011) aimed to systematically review existing resilience measurement instruments and evaluate their suitability for research use. The review examined 15 resilience scales identified through extensive literature searches conducted over a two-decade period. The findings indicated that most established resilience measures demonstrated good reliability and validity, with internal consistency values ranging from .80 to .93. The review further highlighted differences in how resilience is conceptualized across measures, including personal traits, external resources, and dynamic adaptive processes. Importantly, the authors recommended the Brief Resilience Scale as an effective measure of resilience defined as the ability to bounce back from stress. This review provides strong methodological support for assessing resilience as a key psychological resource and reinforces its relevance in studies examining psychological well-being among working adult populations.

Hu et al. (2015) aimed to examine the relationship between trait resilience and mental health outcomes through a comprehensive meta-analytic review. The study synthesized findings from 60 empirical investigations involving a total of 80,527 participants drawn from diverse populations. The results consistently indicated that higher levels of resilience were associated with lower levels of negative emotional states such as anxiety and depression. Additionally, resilience was positively related to life satisfaction, positive affect, and overall psychological well-being. The findings established resilience as a robust psychological resource that protects mental health across different populations and cultural contexts. This meta-analytic evidence strongly supports resilience as a significant predictor of psychological well-being among adults.

Joyce et al. (2018) aimed to systematically review the effectiveness of resilience training programs in improving psychological outcomes among adults. The review synthesized findings from 44 empirical studies involving a total of 5,272 participants across occupational and community settings. The findings indicated that resilience-based interventions led to significant improvements in psychological well-being, reductions in stress and psychological distress, and increases in resilience levels. Programs that were longer in duration and included multiple components were found

to be more effective. The review concluded that resilience is a psychological skill that can be strengthened through targeted interventions and plays a crucial role in promoting psychological well-being and preventing mental health difficulties among adults.

Paul et al. (2019) aimed to examine the role of resilience and subjective well-being in predicting positive workplace attitudes and behaviors among employees. The quantitative study was conducted on a sample of 345 working adults employed in the Indian manufacturing sector. The findings revealed that resilience significantly predicted higher levels of subjective well-being and stronger organizational commitment among employees. Employees with greater resilience reported better psychological well-being, which in turn was associated with more positive and cooperative behaviors at work. The study provides empirical evidence that resilience and psychological well-being are closely interconnected psychological resources, highlighting resilience as an important predictor of well-being among working adults.

Joseph (2024) aimed to examine the relationship between character strengths like virtues, psychological resilience and eudaimonic well-being among Indian young adults. The study was conducted on a sample of 210 participants. The findings revealed significant positive relationships between character strengths, psychological resilience and eudaimonic well-being. Both character strengths and resilience emerged as significant predictors of well-being, jointly accounting for a substantial proportion of variance in eudaimonic well-being. Specific dimensions such as wisdom and knowledge, transcendence, and temperance were identified as particularly strong contributors to well-being. The results highlight psychological resilience as a key predictor of eudaimonic well-being and support the role of positive psychological resources in enhancing well-being among Indian adults.

Peterson et al. (2024) aimed to examine whether resilience enhancing practices delivered through a mobile health application could improve psychological well-being among healthcare workers. The study was conducted on a sample of 65 professionals working in a neonatal intensive care unit in the United States. Participants engaged in daily practices focused on gratitude, physical activity, or mindfulness over a three-week period. The findings indicated significant improvements in well-being indicators, including reduced burnout and secondary traumatic stress, along with

increased happiness. Among the different practices, gratitude-based activities produced the strongest positive effects on well-being. The study demonstrates that resilience-building interventions, particularly those emphasizing gratitude, can effectively enhance psychological well-being among healthcare professionals in demanding work environments.

Overall, the reviewed studies clearly establish resilience as an important predictor of psychological well-being. Higher resilience is associated with greater life satisfaction, emotional balance, and work engagement, as well as lower psychological distress. Additionally, longitudinal research further demonstrates that resilience can be developed and sustained over time, reinforcing its role as a crucial psychological resource for promoting well-being among working adults.

CHAPTER III

RESEARCH METHODOLOGY

3.1 Introduction

The study examined three primary variables: gratitude, resilience and psychological well-being. Gratitude refers to the dispositional tendency to recognize and appreciate positive aspects of life and benefits received from others. Resilience is defined as the capacity to bounce back and recover from stress and adversity. Psychological well-being encompasses six dimensions: autonomy, environmental mastery, personal growth, positive relations with others, purpose in life, and self-acceptance.

The study employed a quantitative research design to investigate how Gratitude and Resilience predict Psychological well-being among working adults aged 25-40 years in Jammu district. A sample of 152 participants was recruited through purposive sampling from various organizational sectors. The data were collected by using standardized instruments namely, the Gratitude Questionnaire-Six Item Form (GQ-6), the Brief Resilience Scale (BRS), and Ryff's Psychological Well-Being Scale (42-item version). Statistical analyses including descriptive statistics, Pearson correlation, and multiple regression were conducted using SPSS Version 26.0 to examine the relationships between variables and test the stated hypotheses.

3.2 Design of the study

The present study adopted a quantitative research design to examine the relationship between gratitude, resilience and psychological well-being among working adults. The study aimed to explore both the relationships among variables and their predictive effects using statistical analysis, including correlation and multiple regression.

3.2.1 Method of the study

The present study employed a quantitative research design. A correlational approach was used to examine the nature and direction of relationships among gratitude, resilience, and psychological well-being, while a predictive approach, operationalized

through multiple regression analysis, was used to determine the extent to which gratitude and resilience independently and collectively predict psychological well-being among working adults. Three standardized, psychometrically validated self-report instruments were used to assess the three study variables and all statistical analyses were conducted using SPSS Version 26.0.

3.2.2 Variables of the study

The present study included three primary variables. The independent variables were gratitude and resilience. Gratitude refers to the dispositional tendency of working adults to recognize and appreciate the positive experiences, support, and contributions present in their personal and professional lives and was measured using the Gratitude Questionnaire- Six Item Form (GQ-6; McCullough et al., 2002). Resilience refers to the capacity of working adults to bounce back and recover effectively from the stressors and demands of their occupational lives and was measured using the Brief Resilience Scale (BRS; Smith et al., 2008). The dependent variable was psychological well-being, which refers to the degree to which working adults experience positive functioning across six dimensions, namely autonomy, environmental mastery, personal growth, positive relations with others, purpose in life, and self-acceptance, and was measured using Ryff's Psychological Well-Being Scale (42-item version; Ryff, 1989). These variables were selected because of their conceptual relevance to occupational mental health and because the study intended to examine whether gratitude and resilience function as meaningful internal psychological resources that predict the broader well-being of working adults in Jammu district.

3.2.3 Population of the study

The population targeted for this study was working adults, including both male and female participants, within the age range of 25–40 years. Individuals were recruited from various organizational sectors in Jammu district.

Inclusion criteria

- Age: 25-40 years
- Currently employed full-time

- Willing to provide informed consent
- Able to read and comprehend English or Hindi

Exclusion criteria

- Individuals on extended medical or psychiatric leave
- Self-employed or freelance workers (due to different occupational stress profiles)

3.2.4 Sample of the study

The sample consisted of 152 participants. A purposive sampling technique was employed to select individuals who meet the inclusion criteria of being employed adults aged 25–40 years. Participants were approached through organizational contacts, professional networks and snowball referrals. This sampling strategy ensured that the selected individuals appropriately represent the target population.

3.2.5 Data Collection

Data were collected from 152 working adults in Jammu district using both online and offline modes to ensure accessibility across diverse organizational sectors. In the offline mode, participants were approached personally at their workplaces, briefed about the purpose of the study and administered the questionnaire booklet individually after obtaining their written informed consent. In the online mode, a digital version of the questionnaire was shared via Google Forms through professional networks and organizational contacts. All participants were assured of the confidentiality of their responses and informed that participation was entirely voluntary.

The complete questionnaire, comprising a demographic sheet and the three standardized instruments, required approximately 20 to 25 minutes to complete. Responses were screened for missing or inconsistent entries prior to analysis, yielding a final usable sample of 152 participants. Ethical approval for the study was obtained from the MIER Institutional Review Board and participation was entirely voluntary and anonymous.

3.3 Tools Employed and its Description

The selection of suitable tools is of vital importance for successful research. Different tools are suitable for collecting different kinds of information for various purposes. Selection of tools for data collection depends upon the nature of problem undertaken. For the present investigation, the investigator has used the following tools of research:

3.3.1 Ryff's Psychological Well-Being Scales (PWB), 42 Item version

This scale was developed by Carol D. Ryff (1989) to measure six dimensions of psychological well-being: autonomy, environmental mastery, personal growth, positive relations with others, purpose in life and self-acceptance. The scale consists of 42 items (7 items per dimension) rated on a 6-point Likert scale ranging from 1 (strongly disagree) to 6 (strongly agree). Several items are reverse-scored, with higher total scores reflecting greater levels of psychological well-being. An example item from the self-acceptance subscale is: "I like most aspects of my personality." The scale has demonstrated good psychometric properties. Ryff (1989) reported internal consistency coefficients (Cronbach's alpha) ranging from .86 to .93 across the six dimensions. The scale has shown strong construct validity through expected correlations with related measures of well-being and life satisfaction. (Ryff, 1989; Ryff & Keyes, 1995).

3.3.2 The Gratitude Questionnaire–Six Item Form (GQ-6)

Dispositional gratitude was assessed using the Gratitude Questionnaire–Six Item Form (GQ-6), developed by McCullough, Emmons, and Tsang (2002). This scale contains six items rated on a 7-point Likert scale ranging from 1 (strongly disagree) to 7 (strongly agree). Two items are reverse-scored (items 3 and 6), with higher total scores indicating higher levels of dispositional gratitude. An example item is: "I have so much in life to be thankful for." The GQ-6 has demonstrated strong psychometric properties. McCullough et al. (2002) reported high internal consistency with Cronbach's alpha coefficients ranging from .82 to .87 across multiple samples. The scale also showed good test-retest reliability (r = .85) over a three-week interval. The GQ-6 has demonstrated strong construct validity through significant positive

correlations with measures of life satisfaction, vitality, happiness, and optimism, as well as negative correlations with depression and anxiety (McCullough et al., 2002).

3.3.3 Brief Resilience Scale (BRS)

The Brief Resilience Scale (BRS), developed by Smith et al. (2008), was used to assess an individual's ability to bounce back or recover from stress. The scale consists of six items rated on a 5-point Likert scale ranging from 1 (strongly disagree) to 5 (strongly agree). Three items are positively worded and three are negatively worded (reverse-scored). Scores are calculated by averaging responses across all items, with higher scores indicating greater resilience. An example item is: "I tend to bounce back quickly after hard times." The BRS has demonstrated good psychometric properties across multiple samples. Smith et al. (2008) reported internal consistency coefficients (Cronbach's alpha) ranging from .80 to .91 across four samples. The scale also showed adequate test-retest reliability over a one-month period *(r = .69)* and a three-month period *(r = .62)*. The BRS has demonstrated strong construct validity through significant positive correlations with measures of optimism, social support, and purpose in life, as well as negative correlations with anxiety, depression, and negative affect (Smith et al., 2008).

3.4 Statistical Technique Used

All statistical analyses were carried out using the Statistical Package for the Social Sciences (SPSS, Version 26.0). Descriptive statistics were computed to summarize demographic and psychological variables. Correlation analyses were applied to identify the strength and direction of relationships between gratitude, resilience, and psychological well-being. Regression analyses were conducted to determine the predictive effects of gratitude and resilience on psychological well-being.

CHAPTER IV

ANALYSIS AND INTERPRETATION OF DATA

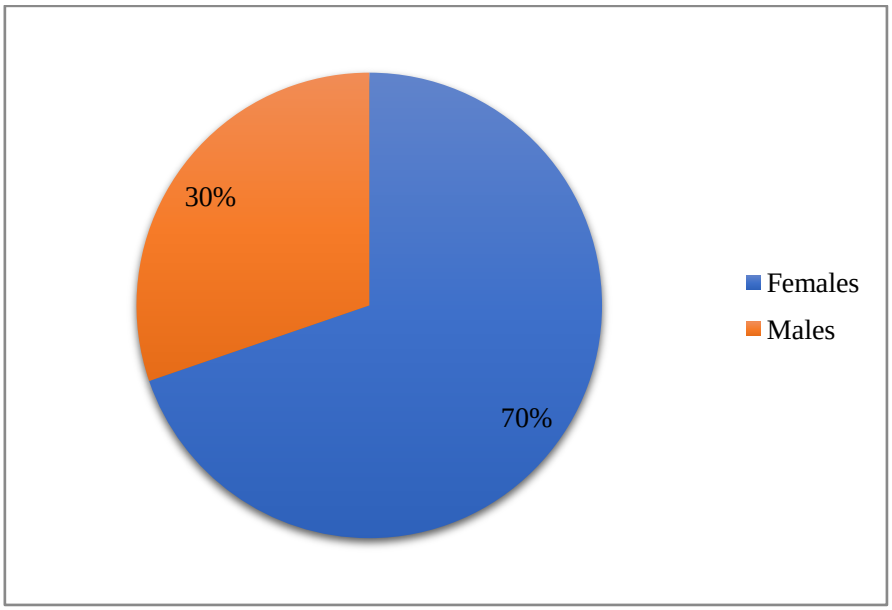
4.1 Introduction

The current study focuses on measuring the role of gratitude and resilience in predicting psychological well-being among working adults. The study included three major variables: gratitude, resilience, and psychological well-being. Psychological well-being was further assessed through six sub-dimensions, namely autonomy, environmental mastery, personal growth, positive relations with others, purpose in life, and self-acceptance. The sample for the study consisted of 152 working adults between the ages of 25 and 40 years working in various organizational sectors across Jammu district. Data was collected using both online and offline modes in order to reach a diverse group of participants. Descriptive statistics were computed to examine the overall distribution and central tendencies of these variables within the sample.

4.2 Results and Findings

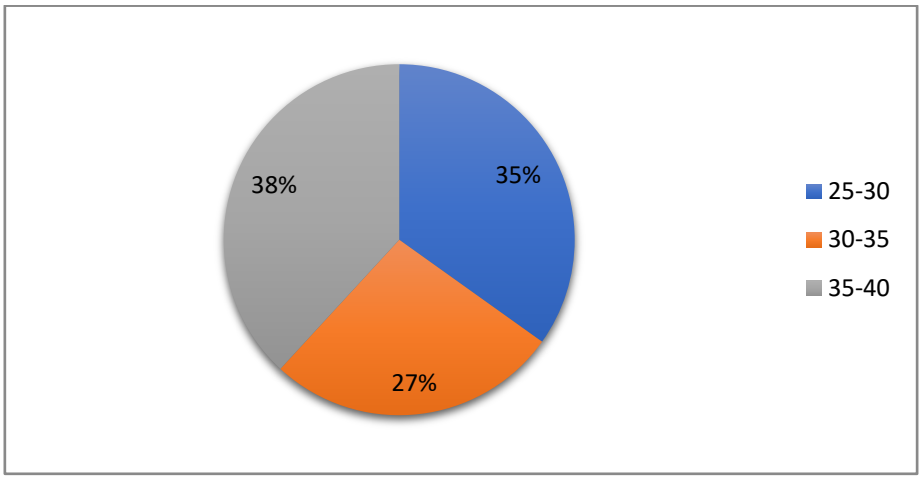
4.2.1 Demographic Characteristics and Descriptive Statistics

Figure 4.1 *Total number of sample on the basis of Gender*



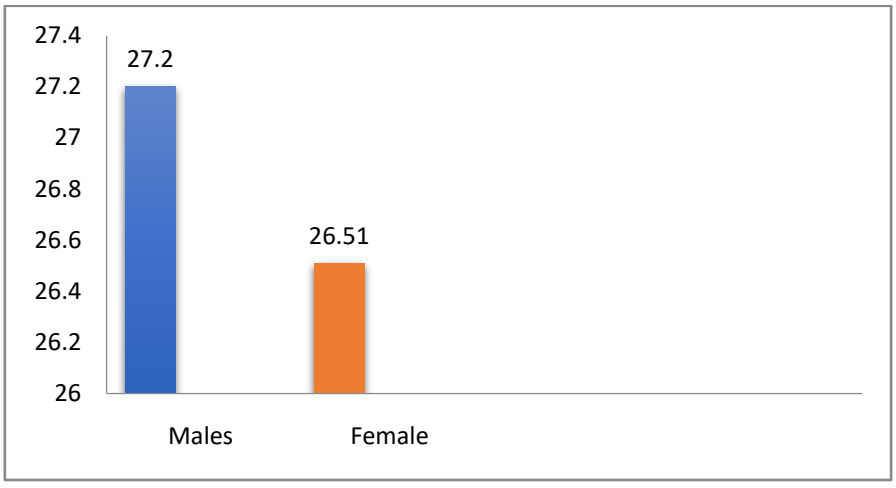
The demographic characteristics of the participants were analyzed prior to the main statistical analyses. The descriptive statistics indicated that the sample consisted of 70% females and 30% males, as illustrated in Figure 4.1.

Figure 4.2 *Total number of sample on the basis of Age*



The age distribution of the sample was also measured. The results showed that 35% of the participants belonged to the age group of 25–30 years, 27% were in the age range of 30–35 years and 38% fell within the age group of 35–40 years. The distribution of participants across the different age categories is illustrated in Figure 4.2. Descriptive statistics were also computed to examine the mean scores of the study variables across gender.

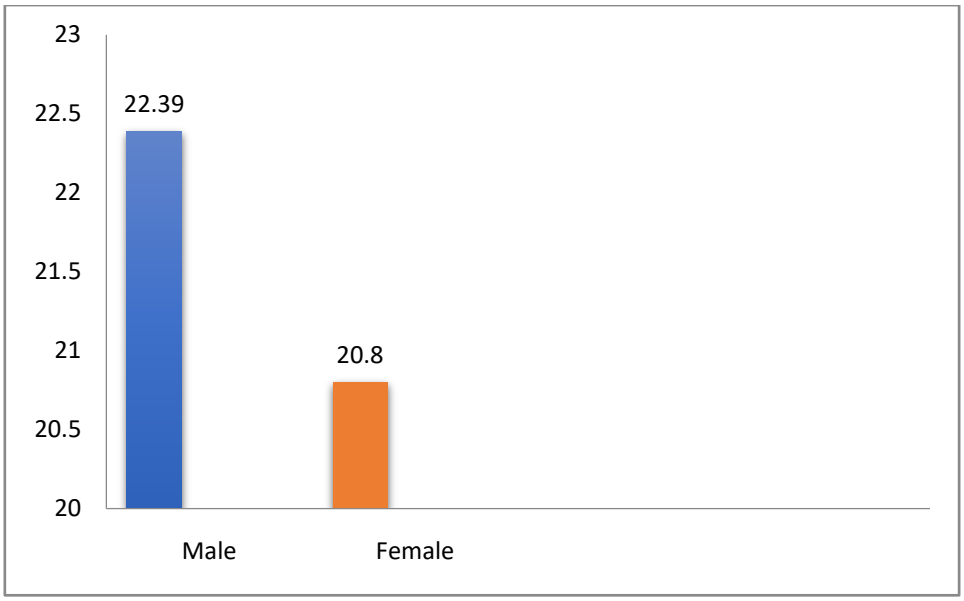
Figure 4.3 *Mean on the basis of Gender for Gratitude*



The results indicated that male and female participants differed slightly in their mean scores on gratitude, resilience, and psychological well-being. The mean score for

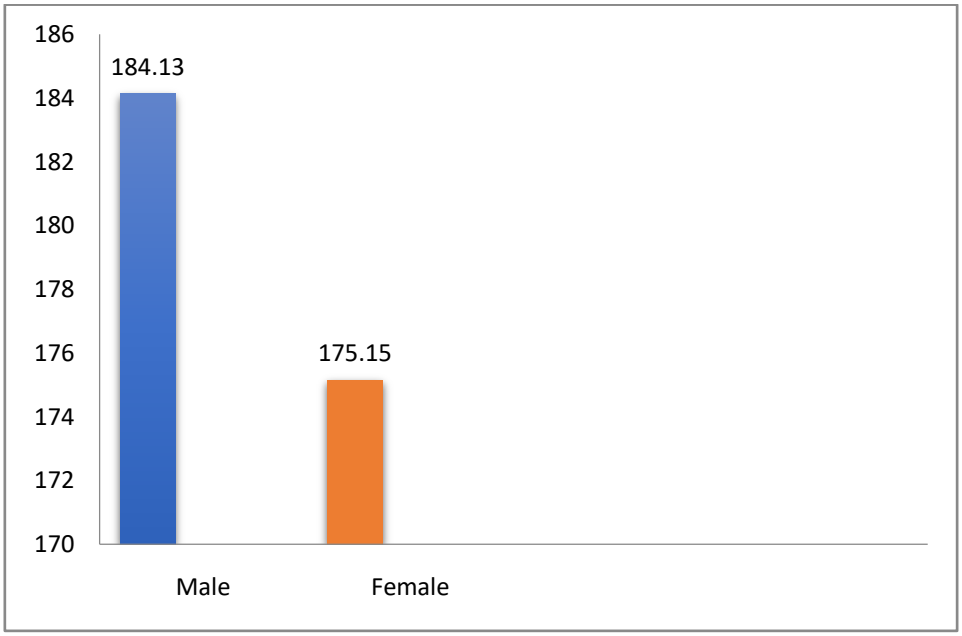
gratitude among males was 27.2 while for females it was 26.51 as shown in Figure 4.3.

Figure 4.4 *Mean on the basis of Gender for Resilience*



The mean scores for resilience were also computed. The results indicated that the mean score for resilience among males was 22.39 whereas for females it was 20.8 as illustrated in Figure 4.4.

Figure 4.5 *Mean on the basis of Gender for Psychological well-being*



Similarly, the mean scores for psychological well-being were calculated which showed that males had a mean score of 184.13 while females had a mean score of 175.15 as shown in Figure 4.5.

Additionally, the mean scores for the sub-dimensions of psychological well-being were also computed.

Figure 4.6 *Mean on the basis of Gender for Autonomy*

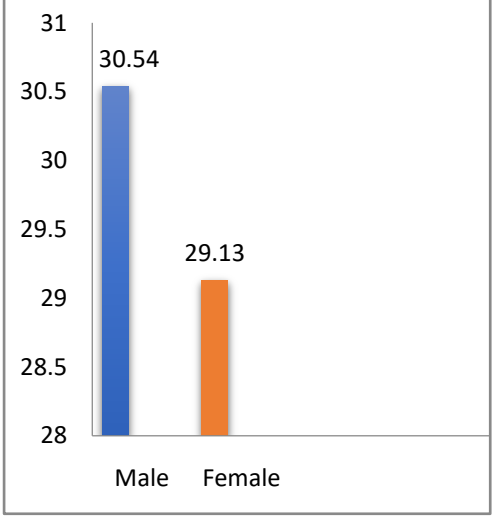


Figure 4.7 *Mean on the basis of Gender for Environmental Mastery*

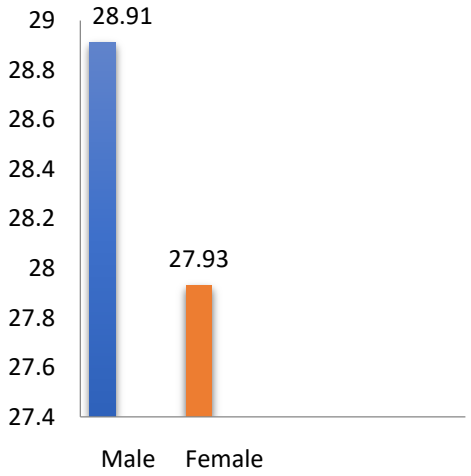


Figure 4.8 *Mean on the basis of Gender for Personal growth*

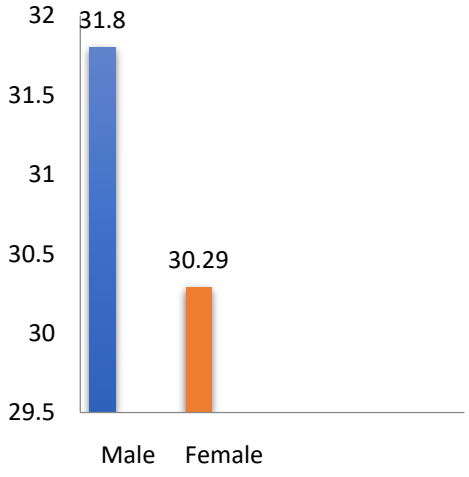


Figure 4.9 *Mean on the basis of Gender for Positive relations with others*

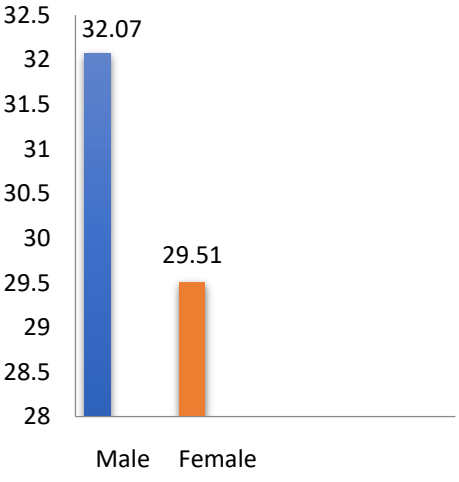


Figure 4.10 *Mean on the basis of Gender for Purpose in life*

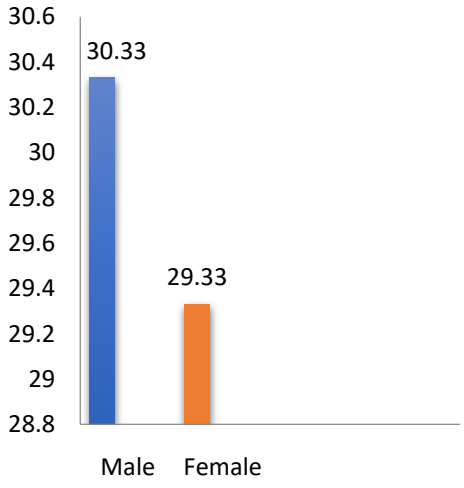
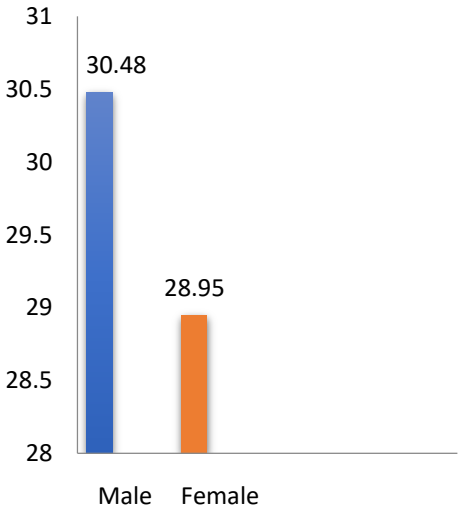


Figure 4.11 *Mean on the basis of Gender for Self-acceptance*



For Autonomy, the mean scores for males were 30.54 and 29.13 for females as illustrated in Figure 4.6. For Environmental Mastery, the mean scores for males were 28.91 and 27.93 for females as illustrated in Figure 4.7. For Personal Growth, the mean scores for males were 31.80 and 30.29 for females as illustrated in Figure 4.8. For Positive Relations with others, the mean scores for males were 32.07 and 29.51 for females as illustrated in Figure 4.9. For Purpose in life, the mean scores for males were 30.33 and 29.33 for females as illustrated in Figure 4.10. For Self-acceptance, the mean scores for males were 30.48 and 28.95 for females as illustrated in Figure 4.11.

4.2.2 OBJECTIVE 1: To examine the relationship between Resilience, Gratitude and Psychological well-being among working adults

Correlation Analysis

The correlation analysis showed significant positive relationship between the independent variables namely, gratitude and resilience and the dependent variable namely, psychological well-being. The results have shown significant positive correlation between gratitude and psychological well-being (r = .57, p < 0.01). Similarly, resilience showed a significant positive correlation with psychological well-being *(r = .65, p < 0.01).* In addition, a significant positive relationship was also found between gratitude and resilience *(r = .54, p < 0.01)*, indicating that individuals

with higher levels of gratitude also tend to report higher resilience as shown in Table 4.1. Further analysis revealed that both gratitude and resilience were significantly positively correlated with all dimensions of psychological well-being. Gratitude showed significant positive correlations with Autonomy (r = .55, p < 0.01), Environmental mastery *(r = 0.56, p < 0.01)*, Personal growth *(r = 0.45, p < 0.01)*, Positive relations with others *(r = .42, p < 0.01)*, Purpose in life *(r = .54, p < 0.01)* and Self-acceptance (r = *.46, p < 0.01)* as illustrated in Table 1.

Similarly, resilience was found to be positively correlated with all dimensions of psychological well-being. Resilience showed significant positive correlations with Autonomy (r = .56, p < 0.01), Environmental mastery *(r = .65, p < 0.01)*, Personal growth *(r = .51, p < 0.01)*, Positive relations with others (r = .52, p < 0.01), Purpose in life *(r = .56, p < 0.01)* and Self-acceptance *(r = .61, p < 0.01)* as illustrated in Table 4.1.

Table 4.1 *Descriptive Statistics and Correlations for Study Variables*

Variable	M	SD	1	2	3	4	5	6	7	8	9
Gratitude	26.72	2.90	—								
Resilience	21.28	4.72	.54**	—							
Psychological Well-Being	177.87	27.53	.57**	.65**	—						
Autonomy	29.56	5.68	.55**	.56**	.84**	—					
Environmental Mastery	28.23	4.35	.56**	.65**	.84**	.69**	—				
Personal Growth	30.75	5.34	.45**	.51**	.86**	.67**	.64**	—			
Positive Relations with others	30.28	5.37	.42**	.52**	.89**	.64**	.67**	.74**	—		
Purpose in Life	29.63	5.28	.54**	.56**	.89**	.68**	.69**	.75**	.76**	—	
Self-acceptance	29.41	5.76	.46**	.61**	.88**	.64**	.71**	.66**	.78**	.77**	—

*N = 152. Values represent Pearson correlation coefficients. ** p < .01*

4.2.3 OBJECTIVE 2: To examine the effect of Gratitude on Psychological well-being among working adults

Regression Analysis

Regression analysis was conducted to examine whether gratitude and resilience significantly predict psychological well-being among working adults.

Table 4.2 *Multiple Regression Analysis for Psychological Well-Being (PWB) with Gratitude and Resilience*

Model	R	R^2	Adjusted R^2	Std. Error of the Estimate	R^2 Change	F Change	Df1	Df2	Sig. F Change
1	.704	.495	.485	19.762	.495	48.36	2	149	< .01

a. Predictors: (Constant), Gratitude, Resilience

b. Dependent Variable: Psychological Well-Being

Table 4.3 *Beta Coefficients of the Predictors of Psychological Well-Being (PWB)*

Sr No.	Independent Variable	Unstandardized Coefficient (B)	SE	Standardized Coefficient (β)	t-value	p-value
1	Constant	44.970	16.704	-	2.692	.008
2	Gratitude	2.901	0.660	.306	4.398	< .01
3	Resilience	2.804	0.409	.481	6.865	< .01

The multiple regression analysis was conducted to examine the extent to which gratitude and resilience predict psychological well-being among working adults. A multiple regression analysis was conducted to examine whether gratitude predicts psychological well-being. The results of the regression analysis are presented in Table 4.2 and Table 4.3. The findings indicate that gratitude is a significant predictor of psychological well-being *(β = .306, p < .01)*. This suggests that higher levels of

gratitude are associated with higher levels of psychological well-being among working adults. The overall regression model explained 49.5% of the variance in psychological well-being *($R^2 = .495$)*. Therefore, the hypothesis stating that gratitude significantly predicts psychological well-being is accepted.

4.2.4 OBJECTIVE 3: To examine the effect of Resilience on Psychological well-being among working adults

To assess the effect of resilience on psychological well-being, the same multiple regression model was considered as illustrated in Table 4.2 and Table 4.3. The results reveal that resilience is a significant predictor of psychological well-being *($\beta = .481$, $p < .01$)*. This indicates that individuals with higher resilience tend to report higher psychological well-being. The overall regression model was statistically significant and explained 49.5% of the variance in psychological well-being *($R^2 = .495$)*. Hence, the hypothesis that resilience significantly predicts psychological well-being is accepted.

The overall regression model was statistically significant, *$F(2, 149) = 48.36$, $p < .01$*, explaining 49.5% of the variance in psychological well-being *($R^2 = .495$)*. This indicates that the model provides a good fit to the data.

CHAPTER V
FINDINGS, CONCLUSION, DISCUSSION, EDUCATIONAL IMPLICATIONS AND SUGGESTIONS FOR FURTHER RESEARCH

5.1 Introduction

The present study was undertaken with the aim of exploring the role of gratitude and resilience as predictors of psychological well-being among working adults aged 25-40 years in Jammu district. Psychology has experienced a substantial paradigm shift, transitioning from a conventional disease model centered on pathology to a positive psychology framework that highlights human flourishing and strengths. This study aimed to investigate how internal resources such as gratitude and resilience enhance an individual's psychological well-being (Seligman & Csíkszentmihályi, 2014). This study examines these variables in accordance with the contemporary objective of psychology to enhance the resilience of ordinary individuals and cultivate the virtues that enable individuals and communities to flourish (Seligman & Csíkszentmihályi, 2014).

The findings of this study offer an intricate comprehension of the interplay between positive cognitive-affective states, such as gratitude, and personality traits, like resilience, in the preservation of mental health. In this context, Gratitude is *not* just a pleasant social formality but as a prosocial tendency that can forecast elevated levels of resilience and enhanced overall functioning (Alamri & Al-Abyadh, 2024). Resilience is regarded as an essential buffer that enables individuals to sustain a stable state of well-being despite encountering substantial life stressors (Khodabakhsh & Ooi, 2023; Seligman & Csíkszentmihályi, 2014). The following sections discuss these findings in depth, situating them within the broader landscape of theory and recent empirical scholarship.

5.2 Major Findings of the Study

5.2.1 Objective 1: To examine the relationship between Resilience, Gratitude and Psychological well-being among working adults

The correlation analysis offers a more profound understanding of the relationships among the study variables. The initial hypothesis posited a significant positive

correlation among gratitude, resilience, and psychological well-being in working adults. The results supported this hypothesis, indicating that all correlations were positive and statistically significant.

The first hypothesis proposed that there would be a significant positive relationship between gratitude, resilience, and psychological well-being among working adults. Pertaining to the relationship between gratitude and psychological well-being, it was hypothesized that individuals who score higher on dispositional gratitude would also report higher levels of overall psychological well-being. It was found that gratitude and psychological well-being were significantly and positively correlated, lending strong support to this hypothesis.

To comprehend the significant connection between gratitude and psychological well-being, it is beneficial to reflect on the internal effects of gratitude on an individual. When a person practices gratitude or has a natural tendency toward it, they are essentially training their attention on the good, meaningful, and helpful things that others do for them (Stone et al., 2021).They are, in a very real sense, changing the way that everyday experiences are processed. This cognitive-affective orientation focusing on benefits, recognizing positive aspects of one's situation, and acknowledging the contributions of others significantly influences psychological functioning (Garg et al., 2022).The working adults in this sample who had higher gratitude scores probably had a different attitude at work than those who had lower scores and this difference appears to have had real consequences for their psychological well-being.

Theoretically, this finding is supported by Wood et al.'s (2010) life orientation model of gratitude, which posits that gratitude is not merely a transient emotional state but a stable cognitive framework through which individuals consistently interpret experiences. This framework posits that grateful individuals exhibit a persistent inclination to focus on received benefits, interpret experiences through an appreciative perspective, and recognize kindness in others, thereby guiding them towards positive significance in their lives. This orientation does not stay limited to how one feels at the moment; it spreads out into how one judges their situation, how they deal with problems, and how they interact with others. It is this breadth of influence that

explains why gratitude is associated not merely with fleeting happiness but with the deeper, more enduring form of well-being that Ryff's model captures.

Emmons and McCullough's (2003) two-component model of gratitude complements this understanding by highlighting the relational and moral dimensions of the construct. According to this model, gratitude involves not only recognizing positive outcomes in one's life but also attributing those outcomes to the intentional benevolence of others. This attribution is important because it anchors the grateful individual in a sense of interconnectedness, a felt awareness that one's well-being has been shaped, in part, by the generosity and goodwill of other people. For working adults, who spend a significant portion of their waking hours within social and professional systems, this awareness of relational embeddedness may have profound implications for psychological functioning. It counters the isolation and self-sufficiency that modern work culture often demands and it cultivates instead a sense of being supported, which is itself a foundation for well-being.

Saputra (2024), in a qualitative study on organizational gratitude programs, discovered that employees who participated in gratitude-based practices exhibited enhanced emotional stability, a more optimistic perspective and improved resilience in addressing work-related challenges. The current findings align closely with this evidence.

Turning to the sub-dimensions of psychological well-being , gratitude was significantly and positively correlated with all six dimensions of psychological well-being. Gratitude showed its strongest associations with Autonomy and Environmental Mastery followed by Purpose in Life, Self-Acceptance, Personal Growth, and Positive Emotions. All correlations were found to be significant, confirming the breadth of gratitude's relationship with psychological well-being.

The connection between gratitude and autonomy is especially intriguing to contemplate. Autonomy, in the context of Ryff’s Six-Factor Model of Psychological Well-Being(1989), means having control over oneself, making decisions according to one’s own values as opposed to being affected by societal influences and demonstrating psychological independence. The first reaction could be curiosity about how gratitude connects to autonomy. When reflecting upon the fact that people who express gratitude often experience feelings of certainty about their position within life,

in terms of the fulfillment of their needs, having support, and appreciating their situation despite the imperfections, it becomes clear why those people may experience an internal sense of grounding and thus resist being influenced by outside forces. Yang et al. (2025), in a two-week daily diary study with emerging Chinese adults, found that gratitude strengthened perceptions of social support and resilience, and that these processes in turn supported better daily psychological functioning. A sense of social embeddedness, cultivated through gratitude, may paradoxically enable greater personal autonomy.

Similarly, it is important to consider the significant relationship between gratitude and having a sense of purpose in life. Purpose in life implies to having goals, a sense of direction, and the feeling that one's existence matters. It is one of the more cognitively complex dimensions of well-being. It requires individuals to step back from the immediate demands of daily life and ask themselves what their larger commitments are. Gratitude, by orienting individuals toward the positive aspects of their lives and fostering a recognition of the gifts they have received, may also foster a deeper engagement with what those gifts are for. Wiroko and Sugiharti (2022) in a study found that gratitude predicted higher resilience and work engagement with resilience playing a mediating role. Their findings suggest that gratitude, by building psychological resources, contributes to deeper engagement with one's work and life, a process that is closely tied to experiencing purpose.

The relationship between gratitude and self-acceptance is equally meaningful. Working adults who score higher on dispositional gratitude may be better able to view themselves with compassion, acknowledging both their strengths and their limitations without excessive self-criticism precisely because gratitude fosters a broader, more generous way of perceiving the world, including oneself. Sekaja et al. (2022) examining gratitude among working adults in South Africa during the COVID-19 pandemic, reported that employees who expressed higher gratitude particularly for personal psychological strengths like resilience and optimism demonstrated better psychological functioning overall. Their finding underscores that gratitude is not only about appreciating external circumstances but also about a more compassionate relationship with oneself.

In summary, the pattern of associations found in the current study suggests that gratitude is more than a shallow emotion that produces momentary happiness in life. Rather, it is a profound psychological state that seems to serve the whole structure of eudaimonic well-being, ranging from the most fundamental aspect of self-regulation to the grandest sense of the meaning of life.

The second hypothesis of the study proposed that there would be a significant positive relationship between resilience and psychological well-being among working adults. It was found that individuals who reported a higher capacity to bounce back from stress and adversity also reported substantially higher levels of psychological well-being. In fact, resilience emerged as sharing the strongest association with psychological well-being among all the bivariate relationships examined in this study.

Richardson's (2002) Resilience Theory provides an important conceptual foundation for understanding this finding. Richardson conceptualizes resilience not as a stable personality trait that some individuals possess and others lack, but as a dynamic, ongoing process of adaptation following disruption. According to this model, every individual maintains a state of biopsychospiritual homeostasis which refers to an internal equilibrium that integrates physical, psychological, and spiritual dimensions of functioning. When adversity strikes, this equilibrium is disturbed and the individual enters a period of disequilibrium marked by uncertainty, distress and the need to reorient. It is precisely here that resilience comes into play, the person may experience a form of resilient reintegration, coming out of the stressful experience with new understandings, improved coping mechanisms and an enhanced perception of his own resources. It is through such experiences, faced throughout a lifetime of various workplace stressors, that a resilient psychological state, described by Ryff's theory of well-being, can be achieved.

Yan et al. (2024), in a study examining the joint contributions of gratitude, resilience, and social support to psychological well-being among young adults in Malaysia, found that resilience made a significant independent contribution to well-being even after accounting for the other two resources, a finding that mirrors the pattern observed in the present investigation.

Examining the sub-dimensional associations, it was found that among all six dimensions of psychological well-being, resilience shared its strongest associations

with environmental mastery and self-acceptance. Kuntz et al. (2017) found that resilience was the strongest predictor of perceived environmental control among employees navigating organizational change, supporting this interpretation.

The particularly strong association between resilience and self-acceptance invites its own reflection. Self-acceptance which can be defined as the ability to hold oneself with a realistic yet compassionate gaze, acknowledging both strengths and limitations, might seem at first glance to be a product of self-reflection rather than adversity-related adaptation. Resilient individuals have gone through several difficulties and they stumbled, recovered but continued nonetheless. In doing so, they have had to reckon honestly with their limitations because adversity has a way of revealing what one is and is not capable of and yet they have chosen to persist rather than collapse. This process, repeated over time, builds precisely the kind of honest self-regard that self-acceptance represents. Wiroko and Sugiharti (2022) found that among Indonesian employees, higher resilience was associated with more positive self-evaluations and greater work engagement, a finding consistent with the idea that resilient adaptation strengthens one's relationship with oneself as well as with one's work.

Additionally, Yang et al. (2025) discovered in their daily diary study involving Chinese emerging adults conducted over two weeks, gratitude led to better daily well-being via the mediating factor of resilience and the relationship was particularly robust during the high demand days.

The first hypothesis of the study also proposed a significant positive relationship between gratitude and resilience among working adults. It was found that individuals who reported higher levels of dispositional gratitude also tended to report higher resilience. This finding is important for understanding the psychological ecosystem within which both variables operate as it suggests that gratitude and resilience are not independent resources that function in parallel but are, in meaningful ways, mutually reinforcing.

This association can be explained by the theoretical foundations of the Broaden-and-Build Theory of positive emotions by Fredrickson (2004), according to which positive emotions, including gratitude that is the most empirically supported type of such, have functions that go beyond just making someone feel good. Indeed, positive emotions expand individuals' action repertoires during the period when they occur, making

people think about different things and consider multiple possibilities in relation to the situations at hand. Gradually, the broadening effect builds a person's reservoir of resources including stronger social relationships, better cognitive skills, increased coping abilities and last but not least, resilience. As Fredrickson (2004) posits, any instance of experiencing positive emotions, including gratitude, contributes a little to the building of one's inner reserves, which will later come useful whenever needed. This claim is supported by empirical evidence collected by Saputra (2024), showing how workers who engaged in gratitude activities at work experienced increased emotional stability, positivity and improved ability to cope with the stresses associated with work, thus displaying higher levels of resilience.

The social aspects of the relationship should also be taken into consideration. Gratitude is a mechanism which enables finding new high quality relationships, reminding of existing ones and strengthening the ties between people in the relationship, as suggested by Algoe (2012) by means of the Find-Remind-and-Bind Theory. Social connectedness is one of the strongest protectors of resiliency, as indicated by multiple researchers. The working adults with higher level of dispositional gratitude will have stronger social networks due to such relationships, therefore, their social connections will become additional buffers for them in challenging times and this way contribute to their increased resilience. This is what was actually observed by Yan et al. (2024). The authors reported that gratitude was positively related to perceptions of social support, which in its turn promoted resiliency.

This connection between gratitude and resilience underscores the value of exploring these concepts together, rather than separately. Past research, especially from the West, has often focused on the separate influences of gratitude and resilience as determinants of well-being, without recognizing how the two relate and complement each other. In light of this, the current result offers a different perspective on their interconnection by viewing gratitude and resilience as part of an overall positive attitude towards life allowing working adults to deal with their world more effectively.

5.2.2 Objective 2: To examine the effect of Gratitude on Psychological well-being among working adults

The second hypotheses in the study stated that gratitude would have a significant effect on psychological well-being. With respect to this, it was expected that gratitude would have a significant effect on psychological well-being among working adults. It was found that gratitude emerged as a significant positive predictor of psychological well-being indicating that working adults who scored higher on dispositional gratitude tended to report higher overall psychological well-being, even after accounting for resilience and gender. The hypothesis is therefore supported.

Gratitude emerged as a meaningful and moderately strong predictor of wellbeing. Even when resilience was simultaneously accounted for in the analysis, gratitude continued to demonstrate its own independent predictive value suggesting that its contribution to psychological wellbeing is not simply a reflection of how resilient a person is, but rather something uniquely its own. In other words, gratitude brings something to the table that resilience alone does not capture. This aligns with Wood et al.'s (2010) life orientation model, which positions gratitude not as a secondary trait or a mere by-product of other positive qualities, but as a fundamental orientation toward life reflecting a deeply internalized cognitive and emotional lens through which individuals make sense of their experiences, navigate adversity and build meaningful connections with others.

Bhargava et al. (2023), in a study conducted with IT professionals in India, found that gratitude was positively associated with well-being and that this relationship was partially mediated by employee engagement. This finding, drawn from a cultural and occupational context closely relevant to the present study, reinforces the conclusion that gratitude actively drives well-being in Indian professional settings.

Faizal et al. (2025), working with Malaysian veterans, found that regular gratitude practices were associated with higher scores across all five PERMA dimensions of well-being, with the strongest effects observed for positive emotions and meaning in life. Nusantara and Hindiarto (2025), examining employees who had experienced job loss during the COVID-19 period, found that gratitude was the stronger predictor of subjective well-being compared even to forgiveness.

Man and Jing (2025), working with Chinese university students in a collectivist cultural context, found that gratitude predicted well-being both directly and through the mechanism of prosocial behavior, suggesting that the relational dimension of gratitude may be particularly salient in collectivist cultures. These findings, taken together with the present result, paint a consistent picture showing that gratitude does not merely make people feel pleasant in the moment. It actively contributes to the deeper, more enduring form of well-being.

5.2.3 Objective 3: To examine the effect of Resilience on Psychological well-being among working adults

Pertaining to the third hypothesis, it was expected that resilience would have a significant effect on psychological well-being among working adults. It was found that resilience emerged as the strongest individual predictor of psychological well-being in the regression model. This was a larger standardized coefficient than that of gratitude, indicating that resilience contributed more strongly to the prediction of psychological well-being than gratitude did, even though both were significant. This hypothesis is thus supported as well by the findings.

It suggests that the defining psychological challenge of occupational adulthood is not the absence of difficulty but the capacity to absorb and recover from it. Working adults who meet this challenge more effectively, who bounce back more readily, who adapt more flexibly to the demands placed upon them, are the ones who flourish most fully.

This interpretation is supported by the Job Demands-Resources (JD-R) model, which Schaufeli and Taris (2014) applied extensively to occupational well-being. The JD-R model proposes that personal psychological resources including resilience function as buffers against the depleting effects of high job demands and as enhancers of work engagement. The model helps explain not only why resilience predicts well-being but also why it predicts it more strongly than gratitude in the present occupational sample because in a context defined by demands, recovery capacity is the most immediately relevant resource. Gratitude shapes how one perceives and interprets one's circumstances which are important, but more distal. Resilience shapes how one recovers and adapts when those circumstances become difficult and more proximal and therefore more strongly predictive in a sample that, by virtue of being a working

adult sample, is regularly exposed to demands that exceed comfortable limits. The finding that resilience is the strongest predictor of well-being is also consistent with recent intervention research. Peterson et al. (2024), in a study of healthcare professionals, a group characterized by particularly intense occupational demands found that resilience-building practices delivered through a mobile application produced significant improvements in well-being, including reduced burnout and increased happiness. Importantly, gratitude-based activities within that intervention produced the strongest effects, suggesting that gratitude and resilience-building are not competing approaches but complementary ones. Similarly, Yan et al. (2024) found that the combination of gratitude, resilience and social support collectively explained a substantial proportion of variance in happiness, with resilience contributing most independently. The present finding that both constructs predict psychological well-being, with resilience as the stronger contributor, is thus part of a consistent and growing body of evidence pointing toward a holistic positive psychology approach to occupational well-being.

Collectively, the regression findings confirm that both hypotheses regarding the predictive effects of gratitude and resilience on psychological well-being are supported. More importantly, they suggest that these two constructs together offer a meaningful and coherent account of what sustains psychological well-being in working adults. This implies to an appreciative orientation that finds goodness even in difficult circumstances, combined with an adaptive capacity that allows one to recover when those circumstances become genuinely hard. Organizations that invest in cultivating both of these resources in their employees through gratitude practices, resilience training, and psychologically supportive work environments are not engaging in peripheral wellness activities. They are investing in the core psychological architecture that enables their people to flourish.

5.3 Conclusion and Discussion

From the findings of the present research, it can be concluded that:

1. There is a significant positive relationship between gratitude, resilience, and psychological well-being among working adults. **Accepted**

2. Gratitude has a significant positive effect on psychological well-being among working adults. **Accepted**
3. Resilience has a significant positive effect on psychological well-being among working adults. **Accepted**

The present study set out to examine gratitude and resilience as predictors of psychological well-being among working adults aged 25-40 years in Jammu district. The findings collectively demonstrate that both gratitude and resilience are significant and meaningful predictors of psychological well-being in this occupational sample, together accounting for approximately 49.5% of the variance in psychological well-being, $F(2, 149) = 48.36$, $p < .01$. This is a substantial proportion of explained variance, indicating that the internal psychological resources of gratitude and resilience play a central and powerful role in determining how well working adults function psychologically across the six dimensions of autonomy, environmental mastery, personal growth, positive relations with others, purpose in life, and self-acceptance.

The correlation analysis revealed that gratitude was significantly and positively associated with psychological well-being *($r = .57$, $p < .01$)* and resilience was even more strongly associated with psychological well-being *($r = .65$, $p < .01$).* A significant positive relationship between gratitude and resilience was also found *($r = .54$, $p < .05$),* suggesting that these two resources are not independent but mutually reinforcing; working adults who are more grateful also tend to be more resilient and together these qualities sustain their broader psychological functioning. Both variables showed significant positive correlations with all six sub-dimensions of psychological well-being, reinforcing the breadth and consistency of their influence across multiple domains of positive functioning.

The regression analysis further confirmed that resilience emerged as the strongest individual predictor of psychological well-being *($\beta = .481$, $p < .01$),* followed by gratitude *($\beta = .306$, $p < .01$)*. This pattern of findings is theoretically meaningful. In an occupational context defined by performance demands, role conflicts, work-life pressures, and organizational stressors, the capacity to bounce back from setbacks and recover from stress as the core of what resilience represents is the most immediately relevant internal resource. Richardson's (2002) Resilience Theory supports this

interpretation by conceptualizing resilience as an active, ongoing process of reintegration following disruption, through which working adults not only return to equilibrium but sometimes emerge with enhanced functioning and deeper self-understanding. The fact that resilience predicts all six dimensions of psychological well-being, with its strongest associations observed for environmental mastery *(r = .65, p < .01)* and self-acceptance *(r = .61, p < .01)*, reflects how the experience of bouncing back from adversity cultivates both a sense of control over one's circumstances and a more honest, compassionate relationship with oneself.

Gratitude, while a comparatively more distal predictor, nonetheless made an independent and significant contribution to psychological well-being beyond what resilience alone explained. This finding aligns with Wood et al.'s (2010) life orientation model, which conceptualizes gratitude not as a transient emotional state but as a stable cognitive-affective orientation through which individuals consistently notice and appreciate the positive dimensions of their lives. For working adults in Jammu district, who simultaneously navigate personal, professional, and social roles in a demanding occupational environment, this appreciative orientation may serve to anchor their sense of purpose, strengthen their interpersonal connections, and sustain their self-acceptance even under conditions of chronic stress. The finding that gratitude showed its strongest correlations with autonomy *(r = .55, p < .01)* and environmental mastery *(r = .56, p < .01)* suggests that grateful individuals experience a deeper sense of inner grounding and perceived control, which in turn supports their broader psychological well-being.

Taken together, the findings of the present study underscore that gratitude and resilience are not peripheral or supplementary factors in the psychological lives of working adults, they are central to how working adults sustain their sense of purpose, manage adversity, maintain meaningful relationships, continue to grow personally and accept themselves honestly. Organizations, HR practitioners, and mental health professionals working with employed populations in the Indian context would do well to recognize these internal resources as foundational to occupational well-being and to invest accordingly in cultivating them.

5.4 Educational Implications

The findings of the present study carry meaningful implications for educational and organizational settings, particularly in terms of how institutions can foster gratitude and resilience as protective psychological resources among working adults.

At the level of higher education, psychology and counselling training programs can incorporate the findings of this study into their curriculum. Given that gratitude and resilience together explain nearly half the variance in psychological well-being among working adults, students pursuing careers in clinical psychology, counselling, human resources, and organizational psychology need to be equipped with a thorough understanding of how these constructs operate, interact, and can be cultivated. Training programs at institutions can integrate modules on positive psychology interventions, gratitude-based practices and resilience-building strategies as part of their coursework, ensuring that future mental health practitioners are well-prepared to address the occupational well-being needs of working adults in Jammu district and beyond.

At the level of organizational and workplace education, the findings suggest that companies and institutions employing adults in the 25-40 year age range should consider implementing structured psychological wellness programs that target gratitude and resilience specifically. Workshops focused on gratitude journaling, reflective appreciation practices, and recognition-based organizational cultures can help employees develop the dispositional gratitude that this study has linked to better psychological functioning across all six dimensions of well-being. Simultaneously, resilience training programs emphasizing adaptive coping strategies, stress recovery skills, and constructive reframing of adversity, can strengthen employees' capacity to bounce back from the pressures and setbacks inherent in modern occupational life. Human resource departments can play a pivotal role in designing, implementing, and evaluating such programs, using standardized measures such as the GQ-6 and BRS to assess their impact on employee well-being over time.

At the level of counselling and mental health education, the present findings highlight the importance of training counsellors and therapists to move beyond symptom management and to incorporate strength-based approaches that actively build

gratitude and resilience in their clients. Given that the present sample comprised working adults navigating demanding occupational roles across various sectors in Jammu district, counsellors working with this population should be equipped to recognize the specific occupational stressors that deplete psychological resources and to introduce evidence-based positive psychology interventions that replenish them. Gratitude-based interventions such as gratitude letters, savoring reflections, and benefit-finding exercises, alongside resilience-focused techniques such as cognitive reappraisal and adaptive coping skill development, hold particular promise for this population and should form part of the educational repertoire of practicing mental health professionals in the region.

Finally, at a broader societal and policy level, the findings of the present study lend empirical support to the development of gender-sensitive occupational wellness policies in Jammu district. Given that the sample comprised predominantly female working adults navigating overlapping personal and professional demands, educational and policy initiatives that specifically address the psychological needs of women in the workforce by promoting psychological safety, flexible work arrangements, and access to gratitude and resilience-based support programs can contribute meaningfully to the long-term occupational and psychological well-being of this population.

5.5 Limitations of the Study

While the present study offers meaningful contributions to the understanding of gratitude, resilience and psychological well-being in an Indian occupational context, several limitations qualify the scope of its findings and must be acknowledged.

The most significant limitation is the cross-sectional research design. Data were collected at a single point in time, which precludes conclusions about causal direction or developmental change. It is entirely possible, for instance, that higher psychological well-being itself fosters greater gratitude and resilience, rather than the reverse which implies to a possibility that the present design cannot rule out. Longitudinal and experimental designs would be necessary to establish causal claims with confidence.

A second limitation concerns the reliance on self-report measures for all three variables. Self-report data are subject to response biases including social desirability effects, whereby participants may have responded in ways they believed to be favourable rather than fully accurate. Future research could benefit from triangulating self-reports with behavioural measures, peer ratings, or physiological indices of well-being.

Third, the sample, while purposively drawn from various organizational sectors, consisted predominantly of female participants. This gender imbalance limits the generalizability of findings to the broader working adult population and in particular to male working adults, whose experiences of gratitude, resilience, and well-being in occupational contexts may differ meaningfully. Additionally, the sample was geographically restricted to Jammu district, which, while enabling culturally specific insights, means that the findings cannot be straightforwardly generalized to other Indian states or broader South Asian populations.

Finally, several potentially important variables including job type, years of experience, organizational support, socioeconomic status, and marital status were not systematically examined as moderators. These variables may shape the relationships between gratitude, resilience, and well-being in important ways that the present study was not positioned to detect.

5.6 Suggestions for Further Research

The findings of this study open several promising avenues for future research. Most urgently, longitudinal investigations that track gratitude, resilience, and psychological well-being across time among working adults would substantially strengthen causal inference. Such designs would also allow researchers to examine how these resources develop across career stages and in response to specific occupational transitions and stressors.

Intervention-based studies represent another critical frontier. Given that both gratitude and resilience are potentially modifiable through targeted practices, experimental studies that implement and evaluate gratitude journaling, resilience training or integrated positive psychology programs within organizational settings could establish whether the relationships observed here can be harnessed for practical benefit.

Future research should also explore the mediating and moderating mechanisms that link gratitude and resilience to well-being. Variables such as positive affect, meaning-making, coping style, social support and organizational climate may explain how and when these relationships are strongest. In particular, given the finding that gratitude and resilience are themselves significantly related, mediation models in which gratitude promotes resilience which in turn supports well-being, deserve formal testing. Such models would not only deepen theoretical understanding but would have direct implications for the sequencing and design of interventions.

Finally, extending this line of inquiry to more culturally and occupationally diverse samples across India is essential. The present study represents one of the relatively limited number of investigations into these relationships within an Indian occupational context and the field needs more such work not only to validate and extend the present findings, but to explore how cultural values, occupational structures and regional contexts shape the psychological resources that working adults bring to their well-being.

In conclusion, the present investigation affirms that gratitude and resilience are not incidental qualities of fortunate individuals but significant psychological resources that actively predict the well-being of working adults. The study adds to a growing body of evidence suggesting that the path to flourishing in occupational life runs through both the capacity to appreciate what one has and the capacity to rise from what one has faced. It is hoped that these findings serve not only as a contribution to psychological scholarship but as an invitation to researchers, practitioners, and organizations, to take seriously the cultivation of these resources in the people whose well-being they are positioned to support.

SUMMARY

TOPIC: AN ANALYTICAL EVALUATION OF GRATITUDE AND RESILIENCE AS PREDICTORS OF PSYCHOLOGICAL WELL-BEING AMONG WORKING ADULTS

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INTRODUCTION

Mental health and well-being have gained escalating recognition as essential components of overall human functioning. Historically, psychology adopted a disease model focused solely on pathology. Positive psychology emerged as a counter to this approach, advocating for a focus on human strengths and virtues. Within this framework, psychological well-being has emerged as a critical construct, extending beyond the mere absence of mental illness to encompass positive functioning, personal growth and life fulfillment (Ryff, 1989; Seligman & Csikszentmihalyi, 2014).

Working adults aged 25-40 years face unique occupational challenges such as performance pressure, job insecurity, role conflict, and work-life imbalance that deplete their psychological resources. In this context, positive internal resources like gratitude and resilience have been identified as crucial protective factors. Gratitude, defined as the dispositional tendency to recognize and appreciate positive experiences and contributions of others (McCullough et al., 2002; Wood et al., 2010), and resilience, defined as the dynamic capacity to bounce back from adversity (Smith et al., 2008), together constitute powerful predictors of sustained well-being in occupational life.

PSYCHOLOGICAL WELL-BEING

Psychological well-being is conceptualized by Ryff (1989) as a multidimensional eudaimonic construct comprising six core dimensions: Autonomy, Environmental Mastery, Personal Growth, Positive Relations with Others, Purpose in Life, and Self-Acceptance. Together, these dimensions represent optimal psychological functioning and human flourishing. High psychological well-being is associated with emotional stability, adaptive coping, meaningful relationships, and a coherent sense of purpose in life (Keyes, 2002; Ryff & Singer, 2008).

GRATITUDE

Gratitude is a multifaceted construct recognized as an emotion, a dispositional trait, a moral virtue, and a life orientation through which individuals consistently notice and appreciate the positive aspects of their lives (Wood et al., 2010). Emmons and McCullough's (2003) Two-Component Model identifies gratitude as involving: recognition of positive outcomes and attribution of those outcomes to the benevolence of others. Gratitude is associated with greater positive affect, life satisfaction, adaptive coping, prosocial behavior and reduced psychological distress.

RESILIENCE

Resilience is defined as the dynamic capacity to adapt positively, maintain or regain mental health, and demonstrate competent functioning despite adversity (Luthar et al., 2000; Masten, 2014). Richardson's (2002) Resilience Theory conceptualizes it as an active process of reintegration following disruption of biopsychospiritual homeostasis. The Protective Factors Model (Rutter, 1987) further identifies individual, relational and environmental factors that buffer against stress and promote resilient outcomes. In occupational settings, resilience predicts lower burnout, higher work engagement and greater adaptive performance.

NEED AND SIGNIFICANCE OF THE STUDY

The study is significant as it examines how gratitude and resilience together influence psychological well-being among working adults in Jammu district — a context underrepresented in the occupational psychology literature. Understanding which positive psychological resources sustain the well-being of working adults is essential

for designing effective organizational wellness programs, HR interventions and counselling approaches. By examining both constructs jointly, this study reveals whether they work independently or in a complementary, mutually reinforcing manner to promote psychological well-being.

STATEMENT OF THE PROBLEM

The present study is entitled: An Analytical Evaluation of Gratitude and Resilience as Predictors of Psychological Well-Being among Working Adults.

OPERATIONAL DEFINITIONS

Gratitude: In the present study, gratitude refers to the habitual tendency of working adults to recognize and appreciate the positive experiences, support and contributions present in their personal and professional lives. It is operationally defined as the score obtained by participants on the Gratitude Questionnaire-Six Item Form (GQ-6; McCullough et al., 2002).

Resilience: Resilience refers to the capacity of working adults to bounce back effectively from the demands, pressures and setbacks inherent in their occupational and personal lives. It is operationally defined as the score obtained on the Brief Resilience Scale (BRS; Smith et al., 2008).

Psychological Well-Being: In the present study, psychological well-being refers to the degree to which working adults experience positive functioning across six core dimensions: autonomy, environmental mastery, personal growth, positive relations with others, purpose in life and self-acceptance. It is operationally defined as the composite score on Ryff's Psychological Well-Being Scale (42-item version; Ryff, 1989).

OBJECTIVES OF THE STUDY

- To examine the relationship between Resilience, Gratitude and Psychological Well-Being among working adults.
- To examine the effect of Gratitude on Psychological Well-Being among working adults.
- To examine the effect of Resilience on Psychological Well-Being among working adults.

HYPOTHESES OF THE STUDY

- H1: It is expected that there will be a significant positive relationship between Gratitude, Resilience and Psychological Well-Being among working adults.
- H2: It is expected that Gratitude will have a significant effect on Psychological Well-Being among working adults.
- H3: It is expected that Resilience will have a significant effect on Psychological Well-Being among working adults.

POPULATION OF THE STUDY

The population targeted for this study comprised working adults, including both male and female participants, within the age range of 25-40 years, employed full-time across various organizational sectors in Jammu district.

SAMPLE FOR THE STUDY

A purposive sampling technique was employed to select the sample. The final sample consisted of 152 working adults (70% female, 30% male) aged 25-40 years from diverse organizational sectors across Jammu district. Participants on extended medical or psychiatric leave, and self-employed or freelance workers, were excluded from the study.

TOOLS USED

1. Ryff's Psychological Well-Being Scale (PWB), 42-Item Version (Ryff, 1989): Measures six dimensions of psychological well-being on a 6-point Likert scale ranging from 1 (strongly disagree) to 6 (strongly agree). Internal consistency (Cronbach's alpha) ranges from .86 to .93 across the six sub-scales.

2. Gratitude Questionnaire-Six Item Form (GQ-6) (McCullough et al., 2002): Measures dispositional gratitude using six items on a 7-point Likert scale. Two items are reverse-scored. Cronbach's alpha ranges from .82 to .87.

3. Brief Resilience Scale (BRS) (Smith et al., 2008): Measures the ability to bounce back from stress using six items on a 5-point Likert scale, with three reverse-scored items. Cronbach's alpha ranges from .80 to .91.

RESULTS OF THE STUDY

Objective 1: To examine the relationship between Gratitude, Resilience and Psychological Well-Being

The correlation analysis revealed that gratitude and psychological well-being were significantly positively correlated (r = .57, p < .01). Resilience showed a significant positive correlation with psychological well-being (r = .65, p < .01). A significant positive relationship was also found between gratitude and resilience (r = .54, p < .01), indicating that individuals with higher gratitude also tend to be more resilient. Both variables were significantly positively correlated with all six sub-dimensions of psychological well-being. Hence, Hypothesis 1 is accepted.

Objective 2: To examine the effect of Gratitude on Psychological Well-Being

Multiple regression analysis revealed that gratitude is a significant positive predictor of psychological well-being (β = .306, p < .01). The overall regression model explained 49.5% of the variance in psychological well-being, $F(2, 149) = 48.36$, p < .01. Gratitude contributed independently to psychological well-being beyond the effects of resilience, confirming its unique predictive value. Hence**, Hypothesis 2 is accepted.**

Objective 3: To examine the effect of Resilience on Psychological Well-Being

Resilience emerged as the strongest individual predictor of psychological well-being (β = .481, p < .01), explaining greater variance than gratitude. This finding suggests that in an occupational context defined by demands and stressors, the capacity to recover from setbacks is the most proximally important internal resource for sustaining well-being. Hence, Hypothesis 3 is accepted.

DELIMITATIONS OF THE STUDY

- The study is delimited to working adults aged 25-40 years only.
- The study is confined to organizational sectors in Jammu district only.
- The study excludes self-employed and freelance workers.
- The study employed a cross-sectional quantitative design with reliance on self-report instruments.

- The study is delimited to three standardized tools: Ryff's Psychological Well-Being Scale (42-item version), the Gratitude Questionnaire-Six Item Form (GQ-6) and the Brief Resilience Scale (BRS).

SUGGESTIONS FOR FURTHER RESEARCH

- The present study cannot be called final and comprehensive. More work can be done on different samples across different districts and states of India.
- Present study deals with working adults aged 25-40 years. Similar studies can be conducted on other age groups, including adolescents, college students and older adults.
- A sample of 152 participants was taken in the present study. Similar studies can be done on larger samples for better generalizability.
- Longitudinal studies should be conducted to establish causal directionality among gratitude, resilience and psychological well-being over time.
- Experimental and intervention-based studies implementing gratitude journaling or resilience training in organizational settings are recommended.
- Mediation models, in which gratitude promotes resilience which in turn predicts well-being, deserve formal empirical testing.
- A comparative study can be undertaken to investigate gratitude, resilience and well-being across different occupational sectors such as healthcare, education and information technology.
- An experimental study can also be conducted to evaluate the effectiveness of positive psychology-based workplace wellness programs targeting both gratitude and resilience simultaneously.

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APPENDIX

1. Ryff's Psychological Well-Being Scales (PWB), 42 Item version

Please indicate your degree of agreement (using a score ranging from 1-6) to the following sentences.

		Strongly disagree					Strongly agree
1.	I am not afraid to voice my opinions, even when they are in opposition to the opinions of most people.	1	2	3	4	5	6
2.	In general, I feel I am in charge of the situation in which I live.	1	2	3	4	5	6
3.	I am not interested in activities that will expand my horizons.	1	2	3	4	5	6
4.	Most people see me as loving and affectionate.	1	2	3	4	5	6
5.	I live life one day at a time and don't really think about the future.	1	2	3	4	5	6
6.	When I look at the story of my life, I am pleased with how things have turned out.	1	2	3	4	5	6
7.	My decisions are not usually influenced by what everyone else is doing.	1	2	3	4	5	6
8.	The demands of everyday life often get me down.	1	2	3	4	5	6
9.	I think it is important to have new experiences that challenge how you think about yourself and the world.	1	2	3	4	5	6
10.	Maintaining close relationships has been difficult and frustrating for me.	1	2	3	4	5	6
11.	I have a sense of direction and purpose in life.	1	2	3	4	5	6
12.	In general, I feel confident and positive about myself.	1	2	3	4	5	6
13.	I tend to worry about what other people think of me.	1	2	3	4	5	6
14.	I do not fit very well with the people and the community around me.	1	2	3	4	5	6
15.	When I think about it, I haven't really improved much as a person over the years.	1	2	3	4	5	6
16.	I often feel lonely because I have few close friends with whom to share my concerns.	1	2	3	4	5	6
17.	My daily activities often seem trivial and unimportant to me.	1	2	3	4	5	6
18.	I feel like many of the people I know have gotten more out of life than I have.	1	2	3	4	5	6
19.	I tend to be influenced by people with strong opinions.	1	2	3	4	5	6
20.	I am quite good at managing the many responsibilities of my daily life.	1	2	3	4	5	6
21.	I have the sense that I have developed a lot as a person over time.	1	2	3	4	5	6

22.	I enjoy personal and mutual conversations with family members or friends.	1	2	3	4	5	6
23.	I don't have a good sense of what it is I'm trying to accomplish in life.	1	2	3	4	5	6
24.	I like most aspects of my personality.	1	2	3	4	5	6
25.	I have confidence in my opinions, even if they are contrary to the general consensus.	1	2	3	4	5	6
26.	I often feel overwhelmed by my responsibilities	1	2	3	4	5	6
27.	I do not enjoy being in new situations that require me to change my old familiar ways of doing things.	1	2	3	4	5	6
28.	People would describe me as a giving person, willing to share my time with others.	1	2	3	4	5	6
29.	I enjoy making plans for the future and working to make them a reality.	1	2	3	4	5	6
30.	In many ways, I feel disappointed about my achievements in life.	1	2	3	4	5	6
31.	It's difficult for me to voice my own opinions on controversial matters.	1	2	3	4	5	6
32.	I have difficulty arranging my life in a way that is satisfying to me.	1	2	3	4	5	6
33.	For me, life has been a continuous process of learning, changing, and growth.	1	2	3	4	5	6
34.	I have not experienced many warm and trusting relationships with others.	1	2	3	4	5	6
35.	Some people wander aimlessly through life, but I am not one of them	1	2	3	4	5	6
36.	My attitude about myself is probably not as positive as most people feel about themselves.	1	2	3	4	5	6
37.	I judge myself by what I think is important, not by the values of what others think is important.	1	2	3	4	5	6
38.	I have been able to build a home and a lifestyle for myself that is much to my liking.	1	2	3	4	5	6
39.	I gave up trying to make big improvements or changes in my life a long time ago.	1	2	3	4	5	6
40.	I know that I can trust my friends, and they know they can trust me.	1	2	3	4	5	6
41.	I sometimes feel as if I've done all there is to do in life.	1	2	3	4	5	6
42.	When I compare myself to friends and acquaintances, it makes me feel good about who I am.	1	2	3	4	5	6

- **2. The Gratitude Questionnaire–Six Item Form (GQ-6)**

The Gratitude Questionnaire – Six Item Form (GQ-6)

The Gratitude Questionnaire-Six-Item Form (GQ-6) is a six-item self-report questionnaire designed to assess individual differences in the proneness to experience gratitude in daily life.

McCullough, M. E., Emmons, R. A., & Tsang, J. (2002). The grateful disposition: A conceptual and empirical topography. Journal of Personality and Social Psychology, 82, 112-127.

Instructions: Using the scale below as a guide, write a number beside each statement to indicate how much you agree with it.

1 = strongly disagree
2 = disagree
3 = slightly disagree
4 = neutral
5 = slightly agree
6 = agree
7 = strongly agree

____1. I have so much in life to be thankful for.
____2. If I had to list everything that I felt grateful for, it would be a very long list.
____3. When I look at the world, I don't see much to be grateful for.
____4. I am grateful to a wide variety of people.
____5. As I get older I find myself more able to appreciate the people, events, and situations that have been part of my life history.
____6. Long amounts of time can go by before I feel grateful to something or someone.

- Scoring: Compute a mean across the item ratings; items 3 and 6 are reverse-scored.

3. Brief Resilience Scale (BRS)

Brief Resilience Scale (BRS)

Please respond to each item by marking one box per row		Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
BRS 1	I tend to bounce back quickly after hard times	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
BRS 2	I have a hard time making it through stressful events.	☐ 5	☐ 4	☐ 3	☐ 2	☐ 1
BRS 3	It does not take me long to recover from a stressful event.	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
BRS 4	It is hard for me to snap back when something bad happens.	☐ 5	☐ 4	☐ 3	☐ 2	☐ 1
BRS 5	I usually come through difficult times with little trouble.	☐ 1	☐ 2	☐ 3	☐ 4	☐ 5
BRS 6	I tend to take a long time to get over set-backs in my life.	☐ 5	☐ 4	☐ 3	☐ 2	☐ 1

Scoring: Add the responses varying from 1-5 for all six items giving a range from 6-30. Divide the total sum by the total number of questions answered.

My score: _____ item average / 6

Smith, B. W., Dalen, J., Wiggins, K., Tooley, E., Christopher, P., & Bernard, J. (2008). The brief resilience scale: assessing the ability to bounce back. *International journal of behavioral medicine*, *15*(3), 194-200.

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